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ABSTRACT

The purpose of this study was to determine what 1969 and 1970 nonteaching graduates of the Wisconsin State University at Stevens Point were doing, the adequacy of the University's services in helping the graduates get through school and helping them find suitable employment. Questionnaires were sent to 447 1969 graduates of whom 307 returned usable responses, and to 546 1970 graduates, from whom 372 usable responses were obtained. This report presents information on: (1) majors and minors in college; (2) date of graduation; (3) highest degree earned; (4) year of matriculation; (5) financial assistance; (6) impact of aid program; (7) employment status; (8) salaries and salary increments; (9) type of position held; (10) continuing education; (11) military service; (12) unemployed graduates; (13) future plans; (14) placement assistance and adequacy of placement services; and (15) adequacy of advising and counseling in college. A sample questionnaire is included in the appendix. (AF)

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Office of Institutional Research

Graduates of

1969
1970

Responses Concerning

Majors, Minors
Financial Aid
Employment Status
Placement Services
Guidance

FOLLOW-UP OF NON-TEACHING GRADUATES

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FOREWARD

Wisconsin State University-Stevens Point had its beginning as a State Normal School; it has long been viewed primarily as a teacher preparation institution. In recent years, however, the proportion of graduates who were non-teachers has increased so that by 1970, some 52 per cent of the graduates were non-teachers. Until the present time, no concerted effort has been made to determine where these graduates have gone or what they have been doing. In 1970 President Dreyfus requested the Office of Institutional Research to follow up recent non-teaching graduates in order to determine what they are doing, the adequacy of the University's role in preparing them, and the adequacy of the University's services that help students get through school and help them find suitable employment. A copy of the instrument used to collect this information is appended to this report.

In reviewing previous research the author found that relatively few institutions to higher education have examined critically the employment needs and experience of non-teaching graduates. Since the employment picture, both as to the nature and demand of employment prospects and employer needs, is changing rapidly, any studies conducted a few years ago would now be obsolete. There are many questions that require answers, not all of which can be provided by this particular study. To what kinds of work do our graduates go? Were their preparations adequate for these positions? What majors provide the greatest and most limited opportunities for employment? Have financial aid programs been adequately provided and administered? Were placement services of the University utilized, and if so, were they administered well? Are contacts being made with enough kinds of future employers of graduates? What influenced these former students in the selection of their present majors? Were they adequately advised or counseled while in college? These are some of the questions that need answering.

SAMPLING

The non-teaching graduates contacted are those of the past two years, 1969 and 1970. Questionnaires were mailed to each of these graduates accompanied by a letter explaining the nature and purposes of the survey. Later on, two follow-up letters were sent to non-respondents who could be located, the last letter being signed by the President.

While the response is not what we had hoped, it was better than that received in most questionnaire studies of this type. The 307 usable responses from 447 non-teaching graduates of 1969 constitute 68.7 per cent. From the 546 non-teaching graduates during 1970, 372 usable responses were obtained, constituting a 68.1 per cent return. We are grateful for the time and effort of the more than two-thirds of these graduates who contributed to this investigation.

Of those who did not return usable responses, fourteen are known to be in the armed forces, one is deceased, and two did not graduate in 1970 as the records indicated. Several methods of decreasing future non-responses are suggested here. First there is a need to request that members of the immediate family forward letters and forms, or complete as much of the questionnaire as possible in case the intended respondent is in Vietnam. Second, there is need to reassure respondents that the data are strictly confidential and are treated as such. No one looks to see who said what. The data are coded under an identifying number, and not even the director observes who makes the comments. They are recorded and tabulated anonymously. It is obvious that in a study of this type, the response needs to be as complete as possible. It is important to receive responses from those who are serving in the Armed Forces, for example. Third, critical comments should be encouraged if they help lead to improvement. We are indebted to those who put much thought into their responses.

One analysis of the sampling is made according to sex of respondent, summar-

ized in Table 1. Here we see that 247 of the men graduating in 1969, or 66.9%, responded, while 55 of the 78 women graduates responded, or 70.5%. Of the 1970 graduates, 286 men and 78 women sent complete responses, while a few men sent partial responses only.

Table 2 shows that 48.0% of the 1969 graduates who responded were single, while 57.4 of the 1970 respondents were single. Tables 1 and 2 seem to indicate rather similar characteristics of 1969 and 1970 graduates, except that the proportion of 1969 graduates who are married is greater. Table 3 shows that the proportion having one or more children is greater for 1969 graduates than as for 1970 graduates.

TABLE 1

Response By Sex

	1969			1970		
	Total	Number Returned	Per Cent	Total	Number Returned	Per Cent
Men	369	247	66.9%	431	286	66.4%
Men: Partially Filled*		5	1.4		8	1.9
Women	78	55	70.5	115	78	67.8
TOTAL	447	307	68.7	546	372	68.1

*Returned by parents due to men serving in Armed Forces

TABLE 2

Marital Status of Respondents

	1969		1970	
	No.	Per Cent	No.	Per Cent
Single	145	48.0	209	57.4
Married	156	51.7	154	42.3
Separated	0		0	
Divorced	1	0.3	1	0.3
Widowed	0		0	
TOTAL	302	100.0	364	100.0

TABLE 3

Number of Children by Year of Graduation

Number of Children	1969	Responses	1970	Responses
None	266	88.1%	333	91.5%
1	26	8.6	15	4.1
2	5	1.7	12	3.3
3	1	0.3	4	1.1
4	4	1.3	0	0.0
TOTAL Responses	302	100.0%	364	100.0%

ANALYSIS OF QUESTIONNAIRE RESPONSES

Similarity of proportions by college of studies are shown in Table 4, where we find that: of the 1969 graduates:

68 or 22.5% were in College of Applied Arts & Sciences (AA&S)
7 or 2.3% were in College of Fine Arts
227 or 75.2% were in College of Letters and Science

of the 1970 graduates:

81 or 22.3% were in College of Applied Arts & Sciences
8 or 2.2% were in College of Fine Arts
275 or 75.5% were in College of Letters and Science

Following is the per cent distribution of 1969 and 1970 graduates by sex and college of graduation:

		1969	1970
Men:	AA&S	21.5%	23.4%
	Fine Arts	1.6	1.1
	Letters and Science	76.9	75.5
Women:	AA&S	27.3	17.9
	Fine Arts	5.4	6.4
	Letters and Science	67.3	75.7

The above percentages indicate a significant shift in the proportion of women graduates to Letters & Science.

TABLE 4

College of Studies, By Sex

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Men	53	4	190	247	67	3	216	286
Women	15	3	37	55	14	5	59	78
TOTAL	68	7	227	302	81	8	275	364

MAJORS AND MINORS

Numbers of majors earned by the graduates are summed in Tables 5 and 6, while first and second minors are shown in Tables 7 and 8. Since fewer than 30% of the graduates had a second major, the distribution of first majors shown in Table 7 is of primary importance. Here we see that the number of first majors compares well for 1969 and 1970 graduates in some cases, but not in others. There were quite a few more graduates in 1970 with first majors in biology, psychology, and sociology. There were noticeably fewer 1970 graduates with first majors in economics, history, and mathematics. However, these may be chance fluctuations. Perusal of Table 8 reveals that the number of second majors in economics increased in 1970. There was also an increase in the number of psychology and sociology second majors. Approximately 33% of all responding graduates had earned a second major. In only a few cases were the majors split among colleges.

As shown in Table 7, first minors were often divided among colleges. For example, 20 biology minors graduated in 1970 from the College of Applied Arts and Sciences, while eight biology first minors graduated from the College of Letters and Science. The proportion who earned a first minor were: 130 out of 302 graduates of 1969, and 164 of 364 graduates of 1970. Thus 44 per cent of the 1969 and 1970 graduates responding had a first minor.

Only a few graduates earned a second minor, as shown in Table 8.

TABLE 5

First Major, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	0	0	0	0	1	0	3	4
American Civilization	0	0	2	2	0	0	1	1
Art	0	5	0	5	0	4	0	4
Biology	2	0	30	32	0	0	47	47
Business Administration	0	0	37	37	0	0	43	43
Chemistry	0	0	2	2	0	0	7	7
Communicative Disorders	0	1	0	1	4	0	0	4
Communications	0	0	1	1	0	2	1	3
Conservation	3	0	1	4	0	0	0	0
Dance	0	0	0	0	0	0	0	0
Dietetics	2	0	0	2	1	0	0	1
Economics	0	0	20	20	0	0	13	13
English	0	0	13	13	0	0	10	10
Forestry	10	0	0	10	15	0	1	16
French	0	0	0	0	0	0	0	0
General Science	0	0	3	3	0	0	1	1
Geography	0	0	14	14	0	0	15	15
History	0	0	23	23	0	0	16	16
Home Economics	4	0	0	4	8	0	1	9
Math	0	0	24	24	0	0	15	15
Medical Technology	6	0	0	6	1	0	0	1
Natural Resources	12	0	1	13	5	0	1	6
Nutrition & Foods	5	0	0	5	1	0	1	2

Table 5, Continued

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Physical Education	2	0	0	2	1	0	0	1
Philosophy	0	0	1	1	0	0	3	3
Physics	0	0	0	0	0	0	1	1
Political Science	0	0	13	13	0	0	19	19
Psychology	0	0	17	17	0	0	33	33
Resource Management	15	0	0	15	22	0	0	22
Social Science	0	0	7	7	0	0	9	9
Sociology	0	0	17	17	0	0	29	29
Soils	3	0	0	3	4	0	0	4
Spanish	0	0	1	1	0	0	2	2
Water Resources	0	0	0	0	5	0	0	5
Wildlife	3	0	0	3	7	0	0	7
Botany	0	0	0	0	0	0	0	0
Drama	0	1	0	1	0	1	0	1
Fisheries	1	0	0	1	2	0	0	2
Fish Management	0	0	0	0	4	0	0	4
German	0	0	0	0	0	0	3	3
Music	0	0	0	0	0	1	0	1
TOTAL	68	7	227	302	81	8	275	364

TABLE 6

Second Major, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
None	59	6	149	214	75	7	185	267
American Civilization	0	0	3	3	0	0	1	1
Biology	2	0	2	4	0	0	1	1
Business Administration	0	0	3	3	0	0	3	3
Chemistry	0	0	1	1	0	0	0	0
Drama	0	0	1	1	0	1	0	1
Economics	0	0	28	28	0	0	35	35
English	0	1	4	5	0	0	2	2
Forestry	1	0	0	1	0	0	0	0
General Science	0	0	1	1	0	0	4	4
Geography	0	0	2	2	1	0	1	2
German	0	0	1	1	0	0	1	1
History	0	0	11	11	0	0	11	11
Math	0	0	1	1	0	0	2	2
Medical Technology	0	0	1	1	0	0	0	0
Natural Resources	1	0	0	1	1	0	0	1
Nutrition & Foods	1	0	0	1	0	0	0	0
Physics	0	0	2	2	0	0	1	1
Philosophy	0	0	2	2	0	0	4	4
Political Science	0	0	3	3	0	0	3	3
Psychology	0	0	2	2	0	0	5	5
Resource Management	0	0	1	1	3	0	0	3
Social Science	1	0	3	4	0	0	3	3

Table 6, Continued

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Sociology	0	0	6	6	0	0	11	11
Soils	2	0	0	2	0	0	0	0
Water Resources	1	0	0	1	0	0	0	0
Communications	0	0	0	0	0	0	1	1
Dietetics	0	0	0	0	1	0	0	1
French	0	0	0	0	0	0	1	1
TOTAL	68	7	227	302	81	8	275	364

TABLE 7

First Minor, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
None	49	5	118	172	46	6	148	200
Art	1	0	0	1	1	0	2	3
Biology	8	1	6	15	20	0	8	28
Chemistry	3	0	2	5	1	0	6	7
Communications	0	0	3	3	0	0	2	2
Drivers Education	0	0	1	1	0	0	0	0
Economics	0	0	17	17	0	0	19	19
Education	0	1	0	1	0	0	0	0
English	0	0	4	4	0	1	2	3
Geography	3	0	8	11	2	0	9	11
German	0	0	1	1	0	0	2	2
History	0	0	11	11	0	0	10	10
Home Economics	0	0	2	2	0	0	0	0

Table 7, Continued

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Latin Am. Studies	0	0	1	1	0	0	0	0
Math	0	0	5	5	0	0	7	7
Music	0	0	1	1	0	0	0	0
Out-door Education	1	0	0	1	0	0	0	0
Natural Resources	0	0	3	3	2	0	6	8
Physical Education	0	0	3	3	1	0	3	4
Physics	0	0	1	1	0	0	0	0
Philosophy	0	0	1	1	0	0	1	1
Political Science	0	0	4	4	0	0	3	3
Psychology	0	0	21	21	4	0	22	26
Resource Management	1	0	0	1	0	0	0	0
Russian	0	0	0	0	0	0	3	3
Sociology	1	0	13	14	1	0	17	18
Spanish	0	0	0	0	1	1	0	2
Soils	1	0	1	2	0	0	0	0
Public Administration	0	0	0	0	0	0	1	1
American Civilization	0	0	0	0	0	0	1	1
Conservation	0	0	0	0	0	0	1	1
Forestry	0	0	0	0	2	0	0	2
French	0	0	0	0	0	0	1	1
Library Science	0	0	0	0	0	0	1	1
TOTALS	68	7	227	302	81	8	275	364

TABLE 8

Second Minor, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
None	67	7	220	294	75	8	265	348
Communications	0	0	1	1	0	0	0	0
Economics	0	0	1	1	0	0	1	1
English	0	0	1	1	0	0	0	0
Geography	1	0	0	1	0	0	0	0
Physical Education	0	0	1	1	0	0	0	0
Physics	0	0	2	2	0	0	1	1
Philosophy	0	0	0	0	0	0	1	1
Sociology	0	0	1	1	1	0	3	4
Psychology	0	0	0	0	0	0	2	2
Biology	0	0	0	0	1	0	0	1
History	0	0	0	0	0	0	1	1
Math	0	0	0	0	0	0	1	1
Out-door Education	0	0	0	0	3	0	0	3
Natural Resources	0	0	0	0	1	0	0	1
TOTAL	68	7	227	302	81	8	275	364

DATE OF GRADUATION

Not much more than 55% of the graduates completed their work in June, though the proportion was higher in 1970. About 17.5% graduated in August, while about 27% graduated in January. These facts are gleaned from Table 9. We also note that women constituted 18.2% of the 1969 graduates and 21.4% of the 1970 graduates.

The proportion of June graduates was dominant in all three colleges, as indicated in Table 10.

TABLE 9

Date of Graduation, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
January	74	12	86	78	16	94
June	134	26	160	163	46	209
August	39	17	56	45	16	61
TOTAL	247	55	302	286	78	364

TABLE 10

Date of Graduation, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
January	19	1	66	86	16	1	77	94
June	39	4	117	160	57	5	147	209
August	10	2	44	56	8	2	51	61
TOTAL	68	7	227	302	81	8	275	364

HIGHEST DEGREE EARNED

A few of the graduates must have gone immediately into graduate study. From Tables 11 and 12 it can be seen that three L&S graduates of 1969 and one AA&S graduate had earned Master of Science degrees at the time of questionnaire response. Another student had earned a Master of Education degree.

TABLE 11

Highest Degree Obtained By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
B.S.	237	49	286	281	73	354
Bach. of Ed.	1	0	1	0	0	0
B.A.	5	4	9	4	5	9
M.S.	3	1	4	0	0	0
Master of Ed.	0	1	1	0	0	0
Dental Student	1	0	1	0	0	0
BS & BA	0	0	0	1	0	1
TOTAL	247	55	302	286	78	364

TABLE 12

Highest Degree Obtained, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
B.S.	64	4	218	286	80	6	268	354
Bach. of Ed.	0	1	0	1	0	0	0	0
B.A.	3	2	4	9	1	2	6	9
M.S.	1	0	3	4	0	0	0	0
Master of Ed.	0	0	1	1	0	0	0	0
Dental Student	0	0	1	1	0	0	0	0
BS & BA	0	0	0	0	0	0	1	1
TOTAL	68	7	227	302	81	8	275	364

YEAR OF MATRICULATION

Table 13 summarizes responses to the question calling for "year first entered college." Since the word "college" might be taken to mean college within the University rather than higher education (as intended), some reservations should be entertained concerning the data found in Table 13. However, assuming the data to be accurate, we find the 1969 graduates matriculated in a range of years from 1948 to 1967. The average graduate was in the program five years from time of matriculation. AA&S graduates averaged longest in the program.

The range of matriculation dates for 1970 graduates was more narrow, ranging from 1958 to 1968 with a mean of 4.7 years. In this case the AA&S graduates averaged the least time in the program. Time in the program does not appear to vary greatly among the three colleges. The spread is greatest in the College of Letters and Science.

TABLE 13

Year of Matriculation, by College

Year of Matriculation	1969 AA&S	1969 FA	1969 L&S	1969 Total	1970 AA&S	1970 FA	1970 L&S	1970 Total
Unlisted	1	0	6	7	0	0	4	4
1948	1	0	0	1	0	0	0	0
1954	0	0	0	0	0	0	1	1
1955	0	0	0	0	0	0	1	1
1956	1	0	0	1	0	0	0	0
1957	0	0	3	3	0	0	0	0
1958	0	0	1	1	0	0	1	1
1959	3	0	3	6	0	0	1	1
1960	2	0	3	5	1	0	1	2
1961	1	1	8	10	0	0	3	3
1962	2	0	9	11	0	0	7	7
1963	3	0	10	13	3	1	6	10
1964	16	2	70	88	2	0	10	12
1965	37	4	110	151	27	2	97	126
1966	1	0	3	4	46	5	135	186
1967	0	0	1	1	1	0	8	9
1968	0	0	0	0	1	0	0	1
TOTAL	68	7	227	302	81	8	275	364
Mean Years: Matriculation to Graduation	5.3	4.9	4.9	5.0	4.5	4.6	4.8	4.7

FINANCIAL ASSISTANCE

This study provided opportunity to determine what proportion of the WSU non-teaching graduates had received financial assistance while in school, in the form of grants, scholarships, loans, and part-time or full-time employment. From Table 14 it is clear that 31.8% of the 1969 graduates and 37.6% of the 1970 graduates are known to have received some grants and scholarships assistance. Data are not available for 6.6% of the 1969 graduates and for 3.0% of the 1970 graduates.

Table 15 reveals that about the same proportion are known to have received loans to assist them through school. Again the proportion was higher for 1970 graduates. About 7.6% of the 1969 graduates and 5.2% of the 1970 graduates did not respond to this question.

More than 70% of the graduates are known to have been employed somewhere while they were in school, as shown in Table 16. The proportion employed was somewhat lower for AA&S graduates than for Fine Arts and L&S graduates, for both 1969 and 1970 graduates.

TABLE 14

Number Receiving Grants & Scholarships Assistance

	1969		1970	
	No.	%	No.	%
Unknown	20	6.6	11	3.0
Yes	96	31.8	137	37.6
No	186	61.6	216	59.4
TOTAL	302	100.0	364	100.0

TABLE 15

Number Receiving Loans

	1969		1970	
	No.	%	No.	%
Unknown	23	7.6	19	5.2
Yes	93	30.8	134	36.8
No	186	61.6	211	58.0
TOTAL	302	100.0	364	100.0

TABLE 16

Employed During School, by College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	0	0	6	6	3	0	11	14
Yes	45	7	167	219	58	6	205	269
No	23	0	54	77	20	2	59	81
TOTAL	68	7	227	302	81	8	275	364

Respondents to the questionnaire who had received some type of financial assistance were asked to comment on the adequacy, the amount, and the administration of these programs. The comments received were numerous, and too voluminous to be reproduced here. Following is a summary of what was said.

Quite a few students received at least two kinds of aid. Many received $500 scholarships per year and also worked under the work-study program. Many students did several kinds of work. Said one, "Loans and employment provided over 90% of my financial needs while in school." While many of the loans were obtained through student loan channels, quite a number of students named a local (home) bank as the source. Most respondents considered loans and grants adequate and relatively easy to obtain.

Some widely different views were presented concerning the adequacy of part-time work as students. One said, "I cannot look at my job while at Point in terms of monetary aid or financial adequacy. I was employed as a student assistant for two years. I did not view it as a move on the part of the school to alleviate any financial inadequacy on my part."

Said another, "I think that the programs were adequate for someone who had a little financial assistance besides these programs. I doubt if one could make it on these programs alone." (Refers especially to work study.) Some veterans received this additional help under the G. I. Bill, but one commented that he thought this Federal Assistance was meagre.

Another respondent said, "I found these programs quite adequate with the exception that the scholarships and grants seemed to be token gestures and provided very limited financial aid."

Said another, "The loans were fine. I got enough when I needed it. But I didn't want to borrow too much 'cause I had to pay it back, so I worked. I wish I hadn't worked because it hurt my grades a lot, but I did need the money."

The married students were the ones who found financial aid least adequate, as illustrated by the following comment: "The aid I received was quite adequate my first three years. My last year I was married, with the least amount of money and most need of aid, and received the least amount of aid. I feel more could be done to assist married students." Another student commented that availability of help should not be based on income of parents if the student is married. Quite understandably, students felt more financial strain during the last year in school, whether married or not. Some married students were assisted through school by wives who worked full-time.

Not every graduate received help. Said one, "I worked hard and long to put myself through school. Did not get aid."

One problem encountered in earning under the work-study program was lack of time in which to earn the amount allowed. This often limited earnings to a few dollars a week. Some thought the hours allowed were too few.

While not always satisfied with the relatively low hourly earnings of work-study, many students commented favorably on the valuable experience gained while working. Some former students expressed appreciation for employers who scheduled working hours "around" time needed for class or study.

The types of work engaged in by students are almost endless. Some respondents described employment in Stevens Point as adequate and easy to find. Different degrees in satisfaction with pay can largely be explained by the wide variety in type of, and remuneration for, employment.

The majority of comments on the administration of aid and work programs were favorable. Some specific critical comments are quoted here for the consideration of those concerned. "Not given enough hours to earn work study stipend" is a fairly typical remark.

"On two occasions I received loans only because I said I may be forced to quit school otherwise. Also I knew other students who were refused loans that

were in great need of them."

"I was always amazed that the students who qualified for financial aids (which I couldn't) were always those driving cars (which I couldn't afford)."

"Administration lousy: too much red tape, forms, etc."

"Couldn't get a loan through the school, even though the family income was around $5,000."

"It is badly systematized. Too much paper work and too many people to see before I got a job at school."

IMPACT OF AID PROGRAM

Each respondent was asked to respond to the following question: "In your best judgment, how did these financial aid programs affect your educational plans and functions? (Please comment)."

Again the responses are too numerous to reproduce except by summary and representation.

A good many replies stated "no effect," but many more had favorable comments. Following are some which were not favorable:

"State loan payments of $38.94/mo. were too high."

"Financial aid programs were handled poorly, specifically work-study. It never took into consideration that a person was independent of parents. Also never took into consideration the area where student's family lives. Obviously a farmer reporting an income of $5,000 and a factory worker in Milwaukee reporting $5,000 cannot be in parity. This is never considered."

"Frustrated me and aggravated my ulcer."

"Must work to repay my loans before going to grad school." (Same comment by three respondents.)

"Generally financial aids jobs did not offer enough hours to support myself

and my wife."

"Took away necessary study time" (referring to work-study).

"When I first began working (junior year) it somewhat hindered my studying. By the end of my senior year I had conditioned myself and my grades improved because I knew I had to study and had less time."

"It was demanding. We were obligated to work when studies were left wanting."

"I could not be involved in any activities outside classroom on campus because when I was not studying I was working."

It is evident that the criticisms center around the work programs, particularly work-study and the allotment or non-allotment of funds. There was nothing but praise for grants and scholarships.

At least 85% of the comments were favorable. One of the most frequent responses was "I couldn't have made it through college without this financial assistance." Here are some specific comments:

"Helped me to be able to concentrate on studies, not on money problems."

"My employment at St. Michaels Hospital was a good primer for my present endeavors in dentistry."

"The scholarships encouraged me to continue college."

"The financial assistance made it possible for me to complete my bachelor's degree in 5 years. Without such aid I would have had to slow my course by about another one and a half years."

"The scholarship was restricted to students majoring in some phase of conservation work. It kept and encouraged me to remain in such a program."

"Something always means more to you if you have to work for it." (Referring to student work.)

"Limited campus activities, but financial aid was of absolute necessity."

"Couldn't have made it without them (aids) especially work-study. It's much easier to have a job on campus than off - you stay in the atmosphere."

"I budgeted my time better and feel I earned my education." (Several similar responses.)

"Worked harder to be worthy of and receive aid."

"Legislative scholarships very important. Continuous program. Incentive to keep grades up."

Some former students considered certain financial aids helpful rather than essential. Notice the following comments:

"Graduated one semester sooner with the loan."

"Guaranteed student loan program (not based on need) was very beneficial to me."

"They (scholarships) made it possible for me not to borrow money."

"I worked solely for spending money and clothes. Parents covered room-board-tuition. The jobs gave me the financial freedom to expand many extra-curricular activities."

"The loans were great because I didn't have to work for it (the money). But working hurt my grades so it's making getting into grad school much harder. In fact I may not get in at all."

Reviewing all the comments concerning financial aids programs, one may conclude that: (1) The grants and scholarships are universally appreciated, and the veterans' benefits are very helpful. (2) Private employment usually paid better than work-study but it was not available for all. (3) Work-study funds were helpful but some students found the rate of pay quite low. A compensating factor was that work-study is on campus, and often provided a good learning situation.

(4) Married students found student aids less adequate than did single students. There was some tendency for married students to expect public funds to subsidize marriage. (5) Some married students were unhappy that income of parents was a factor in determining aid even after the student is on his (her) own. It should be pointed out that the aid policies described in the comments are those in force before 1971. Some changes in policy concerning aid for married students have already been made. For example, after three years of marriage, the student's parents' income is not now considered.

EMPLOYMENT STATUS

A major objective of this investigation is to learn what employment, and what types of employment, recent non-teaching graduates have taken since graduation, and their employment status. Some of the basic tables giving this information are Tables 17, 18, and 19. From Table 17 we can see that the employment status of 15 of the 1969 graduates and 55 of the 1970 graduates responding is unknown. We also can observe that 7.6% of the 1969 graduates and 12.6% of the 1970 graduates are known to be unemployed. About 85% of the 1969 graduates are employed by someone else while 2.3% are self-employed. Of the 1970 graduates, 70.1% are employed by someone else and 2.2%, all men, are self-employed. The proportion of men known to be employed is higher than that of women.

Employment status by college is shown in Table 18. Here we see only slight differences in proportions of AA&S, Fine Arts, and L&S graduates who are employed. The proportion known to be unemployed is highest for 1970 graduates. Most of those self-employed were L&S graduates.

Table 19 was prepared to differentiate part-time and full-time employees by sex. The employment status, in this respect, for 35.8% of the 1969 graduates and 44.3% of the 1970 graduates is not known. Of the 1969 graduates, 61.5% of the men and 40.0% of the women are known to be employed full-time. The corresponding proportions for 1970 graduates are 43.7% and 46.2% respectively. There is evidence to indicate that quite a number of the 1970 graduates had not obtained full-time employment when the questionnaire responses were made. It can be hypothesized, but not proven, that the rate of employment is higher among respondents to the questionnaire than among non-respondents.

TABLE 17

Employment Status, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	12	3	15	46	9	55
Unemployed	13	10	23	29	17	46
Employed	216	41	257	203	52	255
Self-Employed	6	1	7	8	0	8
TOTAL	247	55	302	286	78	364

Per Cent Distributions

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	4.9	5.5	5.0	16.1	11.5	15.1
Unemployed	5.3	18.2	7.6	10.1	21.8	12.6
Employed	87.4	74.5	85.1	71.0	66.7	70.1
Self-Employed	2.4	1.8	2.3	2.8	0.0	2.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 18

Employment Status, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	5	0	10	15	16	1	38	55
Employed	60	6	191	257	53	6	196	255
Self-Employed	1	0	6	7	0	0	8	8
Unemployed	2	1	20	23	12	1	33	46
TOTAL	68	7	227	302	81	8	275	364

Per Cent Distributions

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	7.4	0	4.4	5.0	19.8	12.5	13.8	15.1
Employed	88.2	85.7	84.1	85.1	65.4	75.0	71.3	70.1
Self-Employed	1.5	0	2.7	2.3	0	0	2.9	2.2
Unemployed	2.9	14.3	8.8	7.6	14.8	12.5	12.0	12.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 19

Type of Employment, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	80	28	108	125	36	161
Part-time	15	5	20	33	5	38
Full-time	152	22	174	128	37	165
TOTAL	247	55	302	286	78	364

Per Cent Distribution

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	32.4	50.9	35.8	43.7	46.2	44.3
Part-time	6.1	9.1	6.6	11.5	6.4	10.4
Full-time	61.5	40.0	57.6	44.8	47.4	45.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Place of employment is known for 76% of the 1969 respondents and 68% of the 1970 respondents. Places of employment are listed in Table 20. Some 123, or nearly 58% of the 1969 graduates are employed in Wisconsin. An even higher proportion (64%) of the 1970 graduates are employed in Wisconsin. As may be expected, larger population centers are the places of employment of most of these graduates. Most frequently named are: Milwaukee, Stevens Point, Madison, Wausau, Green Bay, and Wisconsin Rapids. The rest are scattered about the state.

A higher percentage of the 1969 graduates are working outside the state. Most frequently listed are: Illinois, California, Minnesota, Michigan and Texas. In all, these graduates are employed in 33 states and D. C. In addition, a few

are employed in ten or more foreign countries, including five in Vietnam. It is presumed that most of these are in the Armed Forces.

When all respondents are considered, 40.7% of the 1969 graduates are working in Wisconsin, compared to 45.9% of the 1970 graduates. In the same frame of reference, 31.8% of the 1969 graduates and 21.4% of the 1970 graduates are working in other states. No response to this item was received from 23.8% of the 1969 graduates and 31.6% of the 1970 graduates.

TABLE 20

City and State of Employment

	1969	1970
Unknown	72	115
Wisconsin Cities:		
Almond	1	0
Antigo	1	3
Appleton	2	3
Augusta	0	1
Baraboo	1	0
Beaver Dam	1	0
Black River Falls	1	1
Brookfield	0	1
Brussels	0	1
Butler	0	1
Camp McCoy	1	0
Coloma	1	0
Crandon	1	0
Delavan	0	1
De Pere	0	1
Eau Claire	1	0
Elkhorn	1	0
Elm Grove	0	1
Fond du Lac	1	1
Friendship	1	0

TABLE 20 (Continued)

City and State of Employment

Wisconsin Cities:	1969	1970
Gilman	0	1
Green Bay	4	9
Hilbert	0	1
Jackson	0	1
Janesville	2	0
Juneau	1	0
Kansasville	1	0
Kenosha	1	0
Keshena	0	1
Kewaskum	0	1
La Crosse	0	1
Lake Geneva	1	0
Madison	16	14
Manitowoc	2	2
Markesan	0	1
Marshfield	1	6
Menasha	3	0
Menomonie	1	0
Menomonee Falls	0	1
Middleton	1	1
Milwaukee	20	28
Mosinee	3	2
Neenah	1	2
Nekoosa	1	0
Okauchee	0	1
Oshkosh	1	2
Osseo	0	1
Park Falls	1	1
Phillips	0	1
Plover	0	1
Portage	0	1
Port Edwards	1	2
Port Washington	0	1

TABLE 20 (Continued)

City and State of Employment

Wisconsin Cities:	1969	1970
Prairie du Chein	0	1
Racine	2	1
Rhinelander	2	3
Ripon	0	2
Schofield	0	1
Sheboygan	1	2
Silver Lake	0	1
Sparta	0	2
Spencer	1	0
Stevens Point	17	30
Summit Lake	1	0
Superior	1	0
Sussex	0	1
Thorp	1	0
Waukesha	1	2
Waupaca	0	1
Wausau	11	10
Wauwautosa	0	1
West De Pere	1	0
Westfield	0	1
Winnebago	1	0
Winter	0	1
Wisconsin Rapids	4	9
Wittenberg	3	0
Wisconsin TOTAL	123	167
Other States:	1969	1970
Alabama	2	0
Alaska	1	0
Arizona	1	0
California	9	6
Colorado	2	1
Connecticut	2	0

TABLE 20 (Continued)

City and State of Employment

Other States:	1969	1970
Florida	1	3
Georgia	2	2
Illinois	22	20
Indiana	0	5
Iowa	2	1
Kansas	2	1
Kentucky	1	4
Louisiana	1	0
Maryland	0	1
Massachusetts	1	0
Michigan	6	7
Minnesota	8	7
Missouri	6	2
New York	2	1
North Carolina	1	0
North Dakota	1	1
Ohio	3	1
Oklahoma	3	1
Oregon	0	1
Pennsylvania	0	2
South Carolina	1	0
Texas	6	6
Utah	1	0
Virginia	1	2
Washington	3	1
Washington D. C.	4	2
Wyoming	1	0
Other State TOTAL	96	78

Countries:	1969	1970
Australia	1	0
Canada	1	2
Central America	0	1

TABLE 20 (Continued)

City and State of Employment

Countries:	1969	1970
Eastern Caroline Islands	1	0
Germany	1	0
Korea	1	0
Nicaragua	0	1
Thailand	1	0
Vietnam	5	0
Other Countries TOTAL	11	4
GRAND TOTAL	302	364

The respondents were asked to indicate how many different jobs they had held since graduation. Responses to this request are summarized in Table 21, where we can see that 20.2% of the 1969 graduates and 30.5% of the 1970 graduates made no response. About two-thirds of the 1969 graduates and four-fifths of the 1970 graduates had held only one job each, among those who responded. More than one-fifth of the 1969 graduates, and less than one-tenth of the 1970 graduates responding had held two jobs. A few had held from 3 to 6 jobs. Among 1969 graduates responding, the average was 1.46 jobs, while the average for 1970 graduates was 1.21.

TABLE 21

Number of Jobs Held

	1969		1970	
	No.	%	No.	%
Unknown	61	20.2	111	30.5
One	160	53.0	212	58.2
Two	62	20.5	33	9.1
Three	13	4.3	6	1.6
Four	3	1.0	1	0.3
Five	2	0.7	1	0.3
Six	1	0.3	0	0
TOTAL	302	100.0	364	100.0
Average	1.46		1.21	

SALARIES AND SALARY INCREMENTS

One point of interest concerning employment of graduates is the salaries they receive in the first year or more after graduation. Distributions of salary intervals according to sex of respondents is given in Table 22. The table has certain limitations, since no differentiation is made among salaries for different types of positions. Thus the salaries of men serving in the Armed Forces (if indeed they did respond) are compared with salaries of those holding more remunerative positions. The table refers to starting salaries only, and is followed by Table 23 giving per cent distributions for those salaries. The wide salary range can be explained partly by part-time versus full-time work. Since only two-thirds of the 1969 respondents completed this part of the form, and proportionately even fewer 1970 graduates did so, the salary data are incomplete. Average salaries reported by 1969 graduates were: men, $5,911; women, $5,929; total, $5,914. For 1970 graduates the mean salaries reported were: men, $6,215; women, $5,891; total,

$6,149. Most reported starting salaries fell in the categories between $4,000 and $8,000.

TABLE 22

Starting Yearly Salary, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
N. A.	84	20	104	107	32	139
$000-$1,000	3	1	4	2	0	2
$1,000-$2,000	24	0	24	14	0	14
$2,000-$3,000	6	0	6	9	2	11
$3,000-$4,000	3	4	7	13	6	19
$4,000-$5,000	8	6	14	13	9	22
$5,000-$6,000	16	6	22	21	6	27
$6,000-$7,000	31	5	36	25	12	37
$7,000-$8,000	46	10	56	38	6	44
$8,000-$9,000	19	3	22	29	4	33
$9,000-$10,000	5	0	5	9	0	9
$10,000-$11,000	2	0	2	3	0	3
$11,000-$12,000	0	0	0	1	0	1
$12,000-$13,000	0	0	0	1	0	1
$13,000-$14,000	0	0	0	1	0	1
$14,000-$15,000	0	0	0	0	1	1
TOTAL	247	55	302	286	78	364
Mean Starting Salary	$5,911	$5,929	$5,914	$6,215	$5,891	$6,149

TABLE 23

Starting Yearly Salary, By Sex

Per Cent Distributions	1969			1970		
	Men	Women	Total	Men	Women	Total
N.A.	34.0	36.4	34.4	37.4	41.0	38.2
$000-$1,000	1.2	1.8	1.3	.7	0	.5
$1,000-$2,000	9.7	0	8.0	4.9	0	3.8
$2,000-$3,000	2.4	0	2.0	3.2	2.6	3.0
$3,000-$4,000	1.2	7.3	2.3	4.5	7.7	5.2
$4,000-$5,000	3.3	10.9	4.6	4.5	11.5	6.0
$5,000-$6,000	6.5	10.9	7.3	7.3	7.7	7.4
$6,000-$7,000	12.6	9.1	11.9	8.7	15.4	10.2
$7,000-$8,000	18.6	18.2	18.5	13.3	7.7	12.1
$8,000-$9,000	7.7	5.4	7.3	10.1	5.1	9.1
$9,000-$10,000	2.0	0	1.7	3.2	0	2.5
$10,000-$11,000	.8	0	.7	1.0	0	.8
$11,000-$12,000	0	0	0	.4	0	.3
$12,000-$13,000	0	0	0	.4	0	.3
$13,000-$14,000	0	0	0	.4	0	.3
$14,000-$15,000	0	0	0	0	1.3	.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Distribution of starting salaries is shown by college of graduates in Table 24, with per cent distributions given in Table 25. Because of smaller numbers, no generalizations can be made concerning earnings of Fine Arts graduates. Of salaries reported, L&S graduates of both 1969 and 1970 earned slightly more than AA&S graduates. The mean salary reported by L&S graduates rose nearly $400 in 1970, while earnings of AA&S graduates declined, on the average, by $229. The decline

may in part be explained by the drop in women's salaries (shown in Table 22) between 1969 and 1970.

TABLE 24

Starting Yearly Salary, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
N. A.	23	4	77	104	32	4	103	139
$000-$1,000	1	0	3	4	0	0	2	2
$1,000-$2,000	3	0	21	24	4	0	10	14
$2,000-$3,000	3	0	3	6	2	0	9	11
$3,000-$4,000	1	0	6	7	4	0	15	19
$4,000-$5,000	6	0	8	14	7	1	14	22
$5,000-$6,000	7	1	14	22	12	2	13	27
$6,000-$7,000	9	1	26	36	9	1	27	37
$7,000-$8,000	8	1	47	56	7	0	37	44
$8,000-$9,000	6	0	16	22	3	0	30	33
$9,000-$10,000	0	0	5	5	0	0	9	9
$10,000-$11,000	1	0	1	2	0	0	3	3
$11,000-$12,000	0	0	0	0	0	0	1	1
$12,000-$13,000	0	0	0	0	0	0	1	1
$13,000-$14,000	0	0	0	0	0	0	1	1
$14,000-$15,000	0	0	0	0	1	0	0	1
TOTAL	68	7	227	302	81	8	275	364
Mean Starting Salary	$5,811	$6,500	$5,933	$5,914	$5,582	$5,500	$6,326	$6,149

TABLE 25

Starting Yearly Salary, By College

	Per Cent Distributions							
	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
N. A.	33.8	57.1	33.9	34.4	39.5	50.0	37.4	38.2
$000-$1,000	1.5	0	1.3	1.3	0	0	.7	.5
$1,000-$2,000	4.4	0	9.3	8.0	4.9	0	3.6	3.8
$2,000-$3,000	4.4	0	1.3	2.0	2.5	0	3.3	3.0
$3,000-$4,000	1.5	0	2.6	2.3	4.9	0	5.4	5.2
$4,000-$5,000	8.8	0	3.5	4.6	8.7	12.5	5.1	6.0
$5,000-$6,000	10.3	14.3	6.2	7.3	14.8	25.0	4.7	7.4
$6,000-$7,000	13.2	14.3	11.5	11.9	11.1	12.5	9.8	10.2
$7,000-$8,000	11.8	14.3	20.7	18.5	8.7	0	13.5	12.1
$8,000-$9,000	8.8	0	7.1	7.3	3.7	0	10.9	9.1
$9,000-$10,000	0	0	2.2	1.7	0	0	3.3	2.5
$10,000-$11,000	1.5	0	.4	.7	0	0	1.1	.8
$11,000-$12,000	0	0	0	0	0	0	.4	.3
$12,000-$13,000	0	0	0	0	0	0	.4	.3
$13,000-$14,000	0	0	0	0	0	0	.4	.3
$14,000-$15,000	0	0	0	0	1.2	0	0	.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

The salary increment does not apply to most of those graduates who are in their first year of post-college employment. From Tables 26 and 27 it can be seen that salary increments (increases) were reported by 41.4% of the 1969 respondents and about 18% of the 1970 graduates. Although most increases reported were for $1,500 or less, a few men reported increases of $3,000 among 1969 graduates. Average salary increases reported are computed to be; 1969: men, $1,041; women, $636; total, $970.
1970: men, $ 856; women, $404; total, $765.

The title, "yearly salary increment," lacks something in precision, since the period over which some salary raises were given, particularly for 1970 graduates, was not always specified as being yearly.

TABLE 26

Yearly Salary Increment, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
N. A.	144	33	177	234	65	299
$000-$500	34	10	44	21	11	32
$500-$1,000	28	8	36	18	1	19
$1,000-$1,500	20	3	23	3	0	3
$1,500-$2,000	7	1	8	6	1	7
$2,000-$2,500	8	0	8	2	0	2
$2,500-$3,000	0	0	0	1	0	1
$3,000-$3,500	2	0	2	0	0	0
$3,500-$4,000	2	0	2	0	0	0
$4,000-$4,500	2	0	2	1	0	1
TOTAL	247	55	302	286	78	364
Mean Salary Increment	$1,041	$636	$970	$856	$404	$765

TABLE 27

Yearly Salary Increment, By Sex

Per Cent Distributions						
	1969			1970		
	Men	Women	Total	Men	Women	Total
N. A.	58.3	60.0	58.6	81.8	83.3	82.1
$000-$500	13.8	18.2	14.6	7.3	14.1	8.8
$500-$1,000	11.3	14.5	11.9	6.3	1.3	5.2
$1,000-$1,500	8.1	5.5	7.6	1.0	1.3	.8
$1,500-$2,000	2.8	1.8	2.6	2.1	0	1.9
$2,000-$2,500	3.3	0	2.6	.7	0	.6
$2,500-$3,000	0	0	0	.4	0	.3
$3,000-$3,500	.8	0	.7	0	0	0
$3,500-$4,000	.8	0	.7	0	0	0
$4,000-$4,500	.8	0	.7	.4	0	.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Most questionnaires were returned in late 1970 or early 1971. This fact should be kept in mind when present yearly salaries are observed. Table 28 shows the present yearly salary brackets of 1969 and 1970 graduates by sex. The mean salaries again are obtained with the assumption that the cases in a given category fall at the midpoint of the category. Table 29 shows the same distribution on a percentage basis. It can quickly be seen that the salary range is greatest for men, involving all categories from $0 to $1,000 up to $13,000-$14,000. For 1969 graduates the modal category is $8,000-$9,000, while for 1970 graduates the mode is the $8,000-$9,000 range for men and the $6,000-$7,000 range for women. None of the women received a salary as high as $10,000.

The mean salary (present salary) for men was $7,152 among 1969 graduates and $6,736 among 1970 graduates. Women who graduated in 1969 reported salaries aver-

aged at $6,667, compared to $5,714 for women who graduated in 1970.

TABLE 28

Present Yearly Salary, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	92	25	117	125	36	161
$000-$1,000	3	0	3	2	0	2
$1,000-$2,000	4	0	4	8	1	9
$2,000-$3,000	16	1	17	8	1	9
$3,000-$4,000	3	3	6	9	5	14
$4,000-$5,000	6	2	8	14	9	23
$5,000-$6,000	7	3	10	12	6	18
$6,000-$7,000	17	7	24	26	9	35
$7,000-$8,000	22	4	26	22	7	29
$8,000-$9,000	40	9	49	34	4	38
$9,000-$10,000	24	1	25	13	0	13
$10,000-$11,000	10	0	10	10	0	10
$11,000-$12,000	1	0	1	0	0	0
$12,000-$13,000	2	0	2	1	0	1
$13,000-$14,000	0	0	0	2	0	2
$14,000-$15,000	0	0	0	0	0	0
TOTAL	247	55	302	286	78	364
Mean Yearly Salary	$7,152	$6,667	$7,073	$6,736	$5,714	$6,525

TABLE 29

Present Yearly Salary, By Sex

	Per Cent Distributions					
	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	37.3	45.4	38.7	43.7	46.2	44.2
$000-$1,000	1.2	0	1.0	.7	0	.6
$1,000-$2,000	1.6	0	1.3	2.8	1.3	2.5
$2,000-$3,000	6.5	1.8	5.6	2.8	1.3	2.5
$3,000-$4,000	1.2	5.5	2.0	3.2	6.4	3.8
$4,000-$5,000	2.4	3.6	2.7	4.9	11.5	6.3
$5,000-$6,000	2.8	5.5	3.3	4.2	7.7	4.9
$6,000-$7,000	6.9	12.7	8.0	9.1	11.5	9.6
$7,000-$8,000	8.9	7.3	8.6	7.7	9.0	8.0
$8,000-$9,000	16.2	16.4	16.2	11.9	5.1	10.4
$9,000-$10,000	9.7	1.8	8.3	4.5	0	3.6
$10,000-$11,000	4.1	0	3.3	3.5	0	2.7
$11,000-$12,000	.4	0	.3	0	0	0
$12,000-$13,000	.8	0	.7	.3	0	.3
$13,000-$14,000	0	0	0	.7	0	.6
$14,000-$15,000	0	0	0	0	0	0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

When present yearly salaries are tabulated by college, it is found that AA&S 1969 graduates reported salaries averaging $7,167 compared to $7,032 for LA&S graduates. Among 1970 graduates, the LA&S average was $6,739 compared to $5,864 for AA&S graduates. Both 1969 and 1970 graduates of LA&S had a modal response in the $8,000-$9,000 salary bracket. The mode for AA&S graduates of 1970 was $6,000-$7,000. These data are presented in Tables 30 and 31.

TABLE 30

Present Yearly Salary, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	23	6	88	117	37	4	120	161
$000-$1,000	0	0	3	3	0	0	2	2
$1,000-$2,000	1	0	3	4	3	0	6	9
$2,000-$3,000	2	0	15	17	2	0	7	9
$3,000-$4,000	2	0	4	6	2	0	12	14
$4,000-$5,000	2	0	6	8	6	1	16	23
$5,000-$6,000	4	0	6	10	7	2	9	18
$6,000-$7,000	6	0	18	24	13	1	21	35
$7,000-$8,000	8	0	18	26	5	0	24	29
$8,000-$9,000	13	1	35	49	4	0	34	38
$9,000-$10,000	5	0	20	25	1	0	12	13
$10,000-$11,000	2	0	8	10	1	0	9	10
$11,000-$12,000	0	0	1	1	0	0	0	0
$12,000-$13,000	0	0	2	2	0	0	1	1
$13,000-$14,000	0	0	0	0	0	0	2	2
TOTAL	68	7	227	302	81	8	275	364
Mean Present Salary	$7,167	$8,500	$7,032	$7,073	$5,864	$5,500	$6,739	$6,525

TABLE 31

Present Yearly Salary, By College

Per Cent Distributions

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
N.A.	33.8	85.7	38.8	38.7	45.7	50.0	43.6	44.2
$000-$1,000	0	0	1.3	1.0	0	0	.7	.6
$1,000-$2,000	1.5	0	1.3	1.3	3.7	0	2.2	2.5
$2,000-$3,000	2.9	0	6.6	5.6	2.5	0	2.5	2.5
$3,000-$4,000	2.9	0	1.8	2.0	2.5	0	4.4	3.8
$4,000-$5,000	2.9	0	2.7	2.7	7.4	12.5	5.8	6.3
$5,000-$6,000	5.9	0	2.7	3.3	8.6	25.0	3.3	4.9
$6,000-$7,000	8.9	0	7.9	8.0	16.1	12.5	7.6	9.6
$7,000-$8,000	11.8	0	7.9	8.6	6.2	0	8.7	8.0
$8,000-$9,000	19.1	14.3	15.4	16.2	4.9	0	12.4	10.4
$9,000-$10,000	7.4	0	8.8	8.3	1.2	0	4.4	3.6
$10,000-$11,000	2.9	0	3.5	3.3	1.2	0	3.3	2.7
$11,000-$12,000	0	0	.4	.3	0	0	0	0
$12,000-$13,000	0	0	.9	.7	0	0	.4	.3
$13,000-$14,000	0	0	0	0	0	0	.7	.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TYPE OF POSITION HELD

Another point of interest is the type of position now held by recent graduates, and salary distribution for each type of position. Job classifications for non-teachers are those often used: government, business, medicine, community organization, law enforcement, social work, education, college employment, common labor, and educational stipend. Distribution in these categories by sex is shown in Table 32. From this table we can see that 55 or 18.2% of the responding graduates did not reveal the type of position held if any. Some 130, or 43.1%, were working for government and another 29.5% were in business. The rest were scattered among the remaining occupations. Of the 1970 graduates, type of position if any is not known for 112, or 30.8%. About 28.0% are known to be employed in government and 35.7% in business or related work. More of the 1969 women graduates were employed in business than in government, but the numbers employed in business and government among 1970 graduates were equal. The big shift in type of employment for men occurred between 1969 and 1970. More positions taken by 1970 graduates were in business-related work.

TABLE 32

Classification of Present Job, Divided By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	37	18	55	83	29	112
Government	118	12	130	82	20	102
Business	74	15	89	110	20	130
Medicine	4	5	9	0	3	3
Community Organization	1	0	1	0	5	5
Law Enforcement	1	0	1	0	0	0
Social Work	5	2	7	0	0	0
Education	5	2	7	9	1	10
Common Labor	2	0	2	0	0	0
College Employment	0	0	0	2	0	2
Educational Stipend	0	1	1	0	0	0
TOTAL	247	55	302	286	78	364

In Table 33, analysis of present salary is made according to type of employment. This table, like others, is limited in value by the fact that neither salary nor type of employment is given in responses of 49 graduates of 1969 and 103 graduates of 1970. Still, it is possible to make some generalizations of salaries for various types of employment. Government positions provided salaries much lower than did business-related employment. A number of non-teaching graduates found work in education, and the salaries of 1969 graduates who entered the field are reasonably good, averaging $7,100. The mean for 1970 graduates (who were just starting such work) was only $5,611. Several 1969 graduates are employed in social work (as distinguished from other government jobs) but none of the 1970 graduates reported that they had entered this field. The most lucrative positions were those in business or related work.

TABLE 33

Salary Distribution by Type of Employment

1969 Graduates

Salary Range	Unknown	Government	Business	Medicine	Community Organization	Law Enforcement	Social Work	Education	Common Labor	College Employment	Educational Stipend	Total
N. A.	49	44	15	4	0	0	2	2	1	0	0	117
$000-$1,000	0	3	0	0	0	0	0	0	0	0	0	3
$1,000-$2,000	0	4	0	0	0	0	0	0	0	0	0	4
$2,000-$3,000	0	15	2	0	0	0	0	0	0	0	0	17
$3,000-$4,000	0	3	2	0	0	0	0	0	0	0	1	6
$4,000-$5,000	0	4	4	0	0	0	0	0	0	0	0	8
$5,000-$6,000	0	2	5	0	0	1	0	1	1	0	0	10
$6,000-$7,000	1	13	7	0	0	0	2	1	0	0	0	24
$7,000-$8,000	1	9	11	1	0	0	2	2	0	0	0	26
$8,000-$9,000	3	22	19	2	1	0	1	1	0	0	0	49
$9,000-$10,000	1	[illegible]	15	2	0	0	0	0	0	0	0	25
$10,000-$11,000	0	4	6	0	0	0	0	0	0	0	0	10
$11,000-$12,000	0	0	1	0	0	0	0	0	0	0	0	1
$12,000-$13,000	0	0	2	0	0	0	0	0	0	0	0	2
$13,000-$14,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	55	130	89	9	1	1	7	7	2	0	1	302
Means of Salary Per Type of Employment	$8,167	$6,186	$7,959	$8,700	$8,500	$5,500	$6,900	$7,100	$5,500	0	$3,500	$7,073

TABLE 33 (Continued)

Salary Distribution by Type of Employment

Salary Range	1970 Graduates											
	Unknown	Government	Business	Medicine	Community Organization	Law Enforcement	Social Work	Education	Common Labor	College Employment	Educational [illegible]	[illegible]
N. A.	103	28	27	1	0	0	0	1	0	1	0	161
$000-$1,000	0	0	2	0	0	0	0	0	0	0	0	2
$1,000-$2,000	0	7	1	0	0	0	0	0	0	1	0	9
$2,000-$3,000	0	6	3	0	0	0	0	0	0	0	0	9
$3,000-$4,000	3	3	6	0	0	0	0	2	0	0	0	24
$4,000-$5,000	0	7	14	0	1	0	0	1	0	0	0	23
$5,000-$6,000	0	9	5	1	1	0	0	2	0	0	0	18
$6,000-$7,000	1	15	16	0	1	0	0	2	0	0	0	35
$7,000-$8,000	2	8	14	1	2	0	0	2	0	0	0	29
$8,000-$9,000	1	16	21	0	0	0	0	0	0	0	0	38
$9,000-$10,000	2	2	9	0	0	0	0	0	0	0	0	13
$10,000-$11,000	0	0	10	0	0	0	0	0	0	0	0	10
$11,000-$12,000	0	0	0	0	0	0	0	0	0	0	0	0
$12,000-$13,000	0	1	0	0	0	0	0	0	0	0	0	1
$13,000-$14,000	0	0	2	0	0	0	0	0	0	0	0	2
TOTAL	112	102	130	3	5	0	0	10	0	2	0	364
Means of Salary Per Type of Employment	$6,611	$5,973	$7,053	$6,500	$6,300	0	0	$5,611	0	$1,500	0	$6,5[illegible]

Further analysis was made in order to relate college of graduation to type of position. The distribution is shown numerically in Table 34 and on a percentage basis in Table 35. Clearly, the majority of 1969 AA&S graduates entered government work. The L&S graduates of 1969 are more nearly divided between business-related and government work. Fine Arts graduates are found in both categories. More of the 1970 AA&S graduates entered business. The great majority of L&S 1970 graduates entered business-related employment.

TABLE 34

Present Job Type, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	10	2	43	55	29	2	81	112
Government	37	3	90	130	30	2	70	102
Business	12	2	75	89	17	3	110	130
Medicine	6	0	3	9	2	0	1	3
Community Organization	1	0	0	1	0	1	4	5
Law Enforcement	1	0	0	1	0	0	0	0
Social Work	0	0	7	7	0	0	0	0
Education	0	0	7	7	2	0	8	10
Common Labor	0	0	2	2	0	0	0	0
Educational Stipend	1	0	0	1	0	0	0	0
College Employment	0	0	0	0	1	0	1	2
TOTAL	68	7	227	302	81	8	275	364

TABLE 35

Present Job Type, By College

Per Cent Distributions								
	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	14.7	28.6	18.9	18.2	35.8	25.0	29.4	30.8
Government	54.4	42.8	39.7	43.1	37.0	25.0	25.4	28.0
Business	17.6	28.6	33.0	29.4	21.0	37.5	40.0	35.7
Medicine	8.8	0	1.3	3.1	2.5	0	.4	.8
Community Organization	1.5	0	0	.3	0	12.5	1.5	1.5
Law Enforcement	1.5	0	0	.3	0	0	0	0
Social Work	0	0	3.1	2.3	0	0	0	0
Education	0	0	3.1	2.3	2.5	0	2.9	2.7
Common Labor	0	0	.9	.7	0	0	0	0
Educational Stipend	1.5	0	0	.3	0	0	0	0
College Employment	0	0	0	0	1.2	0	.4	.5
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CONTINUING EDUCATION

Inquiry as to future education plans of graduates is made by the question: "Are you continuing your education? ___yes ___no." Those who said yes were asked to indicate whether study was part-time or full-time, and the name and location of the institution attended. About 11.2% of the 1969 graduates did not respond, as compared to 17.3% of the 1970 graduates. In each case the non-response was greater for men than for women, as shown in Table 36. Among men graduating in 1969, 27.5% replied yes - they were continuing their education. A higher proportion of women graduates of 1969 said yes, or 38.2%. The proportion of men and women graduates of 1970 who said yes were 28.3% and 32.1% respectively. It appears that a higher proportion of women than of men are continuing their education.

Nearly three-fourths of the respondents did not indicate if work was part-time. Tables 37 and 38 indicate that more respondents were in part-time work than in full-time work. From Table 38 it can be seen that about 62.0% of 1969 women graduates are doing part-time work compared to men, 45.6% of whom are engaged in part-time work. Among 1970 graduates, 50.7% are full-time workers compared to 40.0% of women who work full-time.

TABLE 36

Continuing Education, By Sex of Respondents

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	29	5	34	52	11	63
Yes	68	21	89	81	25	106
No	140	29	179	153	42	195
Total	247	55	302	286	78	364

TABLE 36 (Continued)

Continuing Education, By Sex of Respondents

Per Cent Distributions						
	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	11.8	9.1	11.2	18.2	14.1	17.3
Yes	27.5	38.2	29.5	28.3	32.1	29.1
No	60.7	52.7	59.3	53.5	53.8	53.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 37

Status of Continuing Education, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	186 (75.3%)	34 (61.8%)	220 (72.8%)	215 (75.2%)	55 (70.5%)	270 (74.2%)
Part-Time	31	13	44	30	13	43
Full-Time	30	8	38	41	10	51
TOTAL	247	55	302	286	78	364

TABLE 38

Status of Continuing Education Based on the Number That Are Continuing

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	7	0	7	10	2	12
Part-Time	31	13	44	30	13	43
Full-Time	30	8	38	41	10	51
TOTAL	68	21	89	81	25	106

TABLE 38 (Continued)

Status of Continuing Education Based on the Number That Are Continuing

Per Cent Distributions						
	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	10.3	0	7.9	12.3	8.0	11.3
Part-Time	45.6	61.9	49.4	37.0	52.0	56.6
Full-Time	44.1	38.1	42.7	50.7	40.0	48.1
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

When responses on continuing education are analyzed by college, as shown in Tables 39 and 40, the non-response is found to be greatest among 1969 graduates of AA&S. The 1970 graduates had similar proportions who failed to respond among AA&S and L&S graduates. Among 1969 graduates, 33.9% of the L&S graduates indicated that they were continuing their education, compared to the overall proportion of 29.5%. Fewer of the 1970 L&S graduates replied "yes", but AA&S graduates and Fine Arts graduates of 1970 showed more tendency to return to school.

Among 1969 graduates, more were working part-time than full-time, as shown in Table 40. From Table 41 it can be seen that more AA&S and L&S graduates are working full-time than there are working part-time. This may be explained by a higher rate of employment for 1969 graduates, enabling more of them to pursue advanced study on a part-time basis.

TABLE 39

Continuing Education, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	12	0	22	34	14	1	48	63
Yes	11	1	77	89	23	3	80	106
No	45	6	128	179	44	4	147	195
TOTAL	68	7	227	302	81	8	275	364

Continuing Education, By College

Per Cent Distributions

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	17.6	0	9.7	11.2	17.3	12.5	17.5	17.3
Yes	16.2	14.3	33.9	29.5	28.4	37.5	29.1	29.1
No	66.2	85.7	56.4	59.3	54.3	50.0	53.4	53.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 40

Status of Continuing Education, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	57 (83.8%)	6 (85.7%)	157 (69.2%)	220 (72.8%)	60 (74.1%)	5 (62.5%)	205 (74.5%)	270 (74.2%)
Part-Time	5	1	38	44	9	2	32	43
Full-Time	6	0	32	38	12	1	38	51
TOTAL	68	7	227	302	81	8	275	364

TABLE 41

Status of Continuing Education Based on the Number That Are Continuing

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	0	0	7	7	2	0	10	12
Part-Time	5	1	38	44	9	2	32	43
Full-Time	6	0	32	38	12	1	38	51
TOTAL	11	1	77	89	23	3	80	106

Status of Continuing Education Based on the Number That Are Continuing

Per Cent Distributions

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	0	0	9.1	7.9	8.7	0	12.5	11.3
Part-Time	45.5	100.0	49.3	49.4	39.1	66.7	40.0	40.6
Full-Time	54.5	0	41.6	42.7	52.2	33.3	47.5	48.1
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

An attempt was made to tabulate the names of institutions where graduate study is being pursued, as indicated on questionnaire responses. The summary is presented in Table 42. Altogether, 81 of the 1969 graduates and 95 of the 1970 graduates indicated where they were pursuing graduate study. Most frequently listed were: WSU-Stevens Point (28); U. Wis. Madison (22); WSU-Oshkosh (7); Northern Illinois Univ. at De Kalb (6); UW-Milwaukee (5); Marquette University (4); and WSU-Stout (4). Advanced study is being pursued in a variety of institutions, many of them highly specialized as can be noted in Table 42. Of the 1969 graduates, 39 are studying out-of-state and 42 within the state. Of the 1970 graduates, 42 are pursuing programs in institutions outside the state and 53 are pursuing programs within the state.

TABLE 42

Institution of Continuing Education

	1969	1970
Unknown	221	269
University of Toronto, Canada	1	0
University of Wisconsin, Rhinelander Extension, Wisconsin	1	0
St. Luke's Memorial Hospital, Racine, Wisconsin	1	0
Kirksville College of Osteopathy & Surgery, Kirksville, Missouri	1	0
Wisconsin State University-Superior, Wisconsin	2	0
University of Wisconsin-Madison, Wisconsin	13	9
Wisconsin State University-Oshkosh, Wisconsin	4	3
Wisconsin State University-Stevens Point, Wisconsin	8	20
University of Minnesota, Minneapolis, Minnesota	2	1
Michigan State University, East Lansing	2	2
Mankato State, Minnesota	1	0
Western Michigan University, Kalamazoo	1	1
Marquette University, Milwaukee, Wisconsin	4	0
Indiana University, Bloomington	2	1
Louisiana State University, Baton Rouge	1	0
University of Wisconsin-Wisconsin State University-Oshkosh, Wisc.	1	0
Madison General Hospital, Wisconsin	1	0
University of Missouri, Columbia	1	1
Case Western Reserve University, Cleveland, Ohio	0	1
Indiana University Medical Center, Indianapolis	1	0
Seattle Internship for Dieticians, Washington	1	0
Northern Illinois University, De Kalb	4	2
University of New Mexico Law School, Albuquerque	1	0
Western Illinois University, Macomb	1	0
Ohio University, Athens	1	1
Harper Hospital, Michigan	1	0
Georgeton University Law Center, Washington, D. C.	1	0
St. Michael's College, Winooski, Vermont	1	0
Finance School, Fort Benjamin-Harrison, Indiana	1	0
Chanute Air Force Hospital, Chanute AFB, Illinois	1	0
Montana State University	1	0
General Electric Related Studies Program, Massachusetts	1	0
Marquette School of Medicine, Wisconsin	1	0

TABLE 42 (Continued)

Institution of Continuing Education

	1969	1970
Wisconsin State Patrol Academy, Madison	1	0
Connecticut College, New London	1	0
Southern Illinois University-Edwardsville	1	0
San Diego State College, California	1	0
Eastern Washington State College	1	0
USAFI courses, Oklahoma	1	0
University of Idaho, Moscow, Idaho	1	0
University of Alabama, Huntsville, Alabama	1	0
UMKC, Kansas City, Missouri	1	0
WSU-Stevens Point Tomahawk Extension, Wisconsin	1	0
Air Force Navigation School, California	0	1
American Institute of Banking, New York	1	0
Northwestern State College, Chicago, Illinois	1	0
John Marshall Law School, Illinois	1	0
Wisconsin State University-Stout, Menomonie, Wisconsin	2	2
Dale Carnegie, Milwaukee, Wisconsin	1	0
University of Wisconsin-Green Bay, Wisconsin	1	1
University of Wisconsin-Milwaukee, Wisconsin	0	5
Wisconsin State University-Eau Claire, Wisconsin	0	1
Wisconsin State University-Whitewater, Wisconsin	0	1
Illinois Institute of Technology, Chicago, Illinois	0	1
Hofstna University, New York	0	1
Correspondence Course in Systemation, Madison, Wisconsin	0	2
Institute of Paper Chemistry, Appleton, Wisconsin	0	3
Northern Michigan University, Marquette	0	1
Madison Area Technical College, Wisconsin	0	1
University of Michigan, Ann Arbor	0	2
Illinois State University, Normal	0	1
Ball State University, Muncie, Indiana	0	1
American University, Washington, D. C.	0	1
Duke University, North Carolina	0	1
State University College of Forestry, New York	0	1
Saginaw Valley College, University Center, Michigan	0	1

TABLE 42 (Continued)

Institution of Continuing Education

	1969	1970
Sunset School of Preaching, Lubbock, Texas	0	1
County of Alemeda Medical Institute, Alameda, California	0	1
University of Florida, Gainsville	0	1
Evelyn Wood Reading Dynamics, Milwaukee, Wisconsin	0	1
University of Wisconsin Extension-Stevens Point, Wisconsin	0	1
North Central Technical Institute, Wausau, Wisconsin	0	1
Florida State University	0	1
Triton College, Illinois	0	1
University of Oregon, Eugene, Oregon	0	1
University of Connecticut, Storrs, Connecticut	0	1
University of Massachusetts, Amherst,	0	1
University of Kentucky, Lexington	0	1
Luther Theological Seminary, Dubuque, Iowa	0	1
Casualty Actuarial Society, Stevens Point, Wisconsin	0	1
University of Maryland	0	1
Loyola University, School of Dentistry, Illinois	0	1
University of Arizona	0	1
University of Guelph	0	1
Regional Technical Training Center, Nebraska	0	1
Riverside City College, California	0	1
Valley City State College, North Dakota	0	1
Medical Field Service School, Texas	0	1
U. S. Army Field Artillary School, Oklahoma	0	1
Northwestern University Medical School, Illinois	0	1
Milwaukee Area Technical College, Wisconsin	0	1
TOTAL	302	364

Degrees being pursued by non-teaching bachelors graduates of 1969 and 1970 are tabulated in Table 43, according to college from which graduated. The proportions pursuing advanced work differ significantly by college. Of the 1969 graduates of the College of Applied Arts & Sciences, only 63 of 68 graduates are pursuing advanced study. Only one of the seven Fine Arts graduates is so listed, as compared to 59 or 26% of the Letters and Science graduates. Proportions pursuing advanced work are higher for 1970 graduates. Of the 81 AA&S graduates, 15 are enrolled for advanced study, eight of them for MS degrees and four seeking teacher certificates. Three of the eight Fine Arts graduates are enrolled, as are 59 of the L&S graduates. Six are already pursuing a Ph. D. degree, and seven are seeking teaching certificates.

TABLE 43

Degree Pursued, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	63	6	168	237	66	5	216	287
MS	4	0	30	34	8	1	17	26
MA	0	1	4	5	2	1	11	14
ME	0	0	2	2	0	0	2	2
MM	0	0	0	0	0	1	0	1
MST	1	0	4	5	1	0	1	2
MBA	0	0	7	7	0	0	1	1
Med. Tech. Degree	0	0	2	2	0	0	0	0
MD	0	0	5	5	0	0	1	1
LAW	0	0	5	5	0	0	0	0
Ph. D.	0	0	0	0	0	0	6	6
MEA	0	0	0	0	0	0	1	1
DDS	0	0	0	0	0	0	1	1
Juris Doctor (JD)	0	0	0	0	0	0	4	4
Teaching Certificate	0	0	0	0	4	0	7	11
B of Divinity	0	0	0	0	0	0	1	1
Fellow of Society	0	0	0	0	0	0	1	1
Licensed Practical Nurse	0	0	0	0	0	0	1	1
Navigator Rating	0	0	0	0	0	0	1	1
MSE	0	0	0	0	0	0	1	1
General (Bank degree Special Student)	0	0	0	0	0	0	2	2
TOTAL	68	7	227	302	81	8	275	364

Respondents were also asked to indicate in which year the advanced degree is expected. For 1969 graduates, the responses ranged from 1970 to 1975, with 1971 the modal response, as indicated in Table 44. Only 56 of the 302 respondents checked this item. There were 61 responses from the 1970 graduates. Most of those who responded indicated a target date of 1971 or 1972, but the range was from 1970 to 1978.

Since the non-response for both 1969 and 1970 graduates was more than 80% of those returning questionnaire forms, the proportion who go directly into graduate study still appears to be modest.

TABLE 44

Date Advanced Degree Is Expected

	1969	1970
Unknown	246	303
1970	9	3
1971	20	19
1972	12	21
1973	9	6
1974	4	6
1975	2	3
1976	0	2
1977	0	0
1978	0	1
TOTAL	302	364

MILITARY SERVICE

Information concerning military service of graduates helps to explain part of the present occupational picture. Respondents were asked to check a blank if they had entered military service. Table 45 summarizes the responses by sex of respondent. Here we can see that 92 of the 155 men graduated in 1969 and who returned questionnaires checked to indicate military service, compared to 3 of the 55 women. This means that 37.5% of the men and 31.5% of all 1969 respondents checked the item. Of the 1970 respondents, 69 men and one woman indicated military service. Thus 19.2% of all 1970 respondents and 24.1% of the men indicated military service - a lower proportion than for 1969.

TABLE 45

Military Service, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unchecked	155	52	207	217	77	294
Checked	92	3	95	69	1	70
TOTAL	247	55	302	286	78	364

When military service is related to college from which student graduated, proportions are comparable. For 1969 graduates, 30.9% of the AA&S graduates and 32.2% of the L&S responding graduates indicated military service. Only one Fine Arts graduate of 1969, and none of the eight 1970 Fine Arts graduates indicated military service. Of the 1970 AA&S graduates, 23.5% indicated military service, compared to 18.5% of the L&S graduates of 1970.

TABLE 46

Military Service, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unchecked	47	6	153	206	62	8	224	294
Checked	21	1	74	96	19	0	51	70
TOTAL	68	7	227	302	81	8	275	364

A final table relating to military service indicates into which branch of the Armed Forces the graduates went. As shown in Table 47, most 1969 graduates entered the Army, with Air Force second. The number entering each branch by 1970 graduates was substantially fewer, except in 1970 there was an increase in the number entering the National Guard and the Army Reserve.

TABLE 47

Branch of Military Service

	1969	1970
Unknown	204	297
Army	55	33
Navy	7	3
Air Force	22	11
Marines	6	3
Coast Guard	2	0
Army Reserve	3	5
National Guard	3	10
Navy Reserve	0	1
Wis. Air National Guard	0	1
TOTAL	302	364

UNEMPLOYED GRADUATES

An attempt was made to classify reasons for unemployment of graduates who indicated they were unemployed. These classifications are summed in Table 48. Perusal of this table shows that variety of response can be explained partly by the various interpretations put on the questions by the graduates. Five of the 1969 graduates did not consider themselves employed when in military service as evidenced by their naming "in service" as a reason for unemployment. More of the 1970 graduates listed "housewife" as reason for unemployment, compared to 1969 graduates. Also more 1970 graduates said, "seeking employment." Several people explained unemployment by saying "graduate student" or "continuing education." Three 1970 graduates reported being laid off.

TABLE 48

Reasons For Unemployment, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown or Not Applicable	233	44	277	266	61	327
Housewife	0	5	5	0	9	9
Disabled	1	0	1	1	0	1
Awaiting Military Service	1	0	1	3	0	3
Seeking Employment	2	1	3	8	7	15
No Certificate To Teach	1	0	1	0	0	0
Graduate Student	3	0	3	0	0	0
In Service	3	2	5	0	0	0
Over-Educated For Work Qualified To Do	0	1	1	0	0	0
On Vacation - Traveling	0	0	0	1	1	2
Lazy	1	0	1	0	0	0
Continuing Employment-Teaching Fall'71	0	1	1	0	0	0
Just Released From Military Duty	0	0	0	1	0	1
Continuing Education	1	0	1	3	0	3
Drafted	1	0	1	0	0	0
Living in Germany Until Husband Completes Military Service	0	1	1	0	0	0
Laid Off	0	0	0	3	0	3
TOTAL	247	55	302	286	78	364

FUTURE PLANS

One portion of the questionnaire reads, "If you have already made plans for further study and/or employment, please explain." Following is a summary of responses to this request.

The most frequent response, by those serving in the Armed Forces, was the plan to return to school for some kind of advanced study: toward teaching, toward an MS in the field of the major or for some purpose not specifically stated. Following are some specific plans that are rather atypical:

"Have taken law school entrance exam."

"Research in medicine after completing master's."

"I would like to see WSU-Stevens Point come up with an MBA program."

"Am seeking employment with the WSU system and plan to continue my education if successful."

"After my military obligation is met, I plan to work as a computer programmer."

"I have enlisted for 48 months with the U.S.A.F. This plan includes one year at an American Dietetic Association approved dietetic internship, basic officer training, etc."

"Plan to get a mortuary science degree after military service."

"Master's in accounting leading to C.P.A."

"The Army will take care of me."

"Currently taking the Casualty Actuarial Examination."

"Have applied for Peace Corps."

"I plan to enter Scripps Institute of Oceanography when my military obligation is completed."

"I am enlisted in the U.S.A.F. in electronics."

"Plan on applying for managerial position after 6 months of active duty with National Guard."

"I will be entering full-time ministry in 1972."

"Continuing education at technical institute for banking degree."

"Plan to become a commercial pilot after tour with the Air Force."

A few said their plans were conditional on employment of husband or wife. The responses were so numerous and varied that only a portion are listed to give some idea of the variety. In summary, the great majority of future plans of graduates involved some kind of further education.

SERVICES OF PLACEMENT

Adequacy of placement services is one of the concerns which prompted this investigation. Until recent years, placement matters occupied less than the full-time services of one faculty member at WSU-Stevens Point. The principal mission of the institution had been, until very recently, the preparation of teachers. The Director of Placement concentrated most of his effort on the placement of teachers. However, the institution became a State College in 1951, offering other than education degrees. The proportion of non-teaching graduates has gradually increased so that in the past two years the non-teaching graduates outnumber those certified to enter the teaching field. Not until 1968 was a second member added to the placement staff to help place non-teaching graduates. The Placement Office has had to contend with crowded, inadequate space and the dispersal of interview quarters to any available rooms on the campus. These facts are reflected in the comments of graduates. To make matters more difficult, a good many graduates have not registered for placement. The following question was inserted in the data-gathering instrument to determine how widely the service was used: "Did you apply for assistance at the Wisconsin State University-Stevens Point Placement Services: Prior to graduation? Since graduation?" Table 49 summarizes by College the proportion who applied for placement assistance prior to graduation. Responses to this question were uniformly good, since 4.0% of the 1969 graduates and 4.1% of the 1970 graduates

did not check this item. On a percentage basis, the 1970 graduates used the placement services to a little greater extent than did the 1969 graduates. The shift was especially noticeable for 1970 AA&S graduates, nearly three-fourths of whom used placement services compared to only 51.5% of the 1969 graduates. L&S graduates of 1970 used placement services proportionately less than did 1969 graduates of Letters and Science.

TABLE 49

Placement Assistance Prior to Graduation, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	3	0	9	12	2	1	12	15
Yes	35	5	152	192	59	4	174	237
No	30	2	66	98	20	3	89	112
TOTAL	68	7	227	302	81	8	275	364

Placement Assistance Prior to Graduation, By College

Per Cent Distributions

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	4.4	0	3.9	4.0	2.5	12.5	4.3	4.1
Yes	51.5	71.4	67.0	63.6	72.8	50.0	63.3	65.1
No	44.1	28.6	29.1	32.4	24.7	37.5	32.4	30.8
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Following the question on who applied for placement services was the question "how long before graduation?" for those who had applied. Three forced choices were available to respondents: 6 months, 3 months, and one month. The fact that more choices were needed is evidenced in Table 50, which summarizes the responses. Nearly every respondent who sought placement services before graduation made a response to

this item, and some inserted longer time intervals. This means that the "unknown or not applicable" category is made up almost entirely of respondents who did not seek placement services. This category represented 37.1% of the 1969 respondents and 36.5% of the 1970 respondents. When responses are computed on the basis of those who did seek placement services before graduation, proportionate responses are again similar. For graduates of 1969 and 1970, about 62% sought the services approximately six months before graduation and another 29% sought the services three months prior to graduation.

TABLE 50

Sought Placement Assistance, Before Graduation By Interval Prior to Graduation

	1969			1970		
	No.	%	% of "Yes" Respondents	No.	%	% of "Yes" Respondents
Unknown or N. A.	112	37.1	0	133	36.5	0
2 Years	0	0	0	1	0.3	0.4
18 months	2	0.7	1.1	0	0	0
12 months	2	0.7	1.1	0	0	0
9 months	1	0.3	0.5	0	0	0
6 months	119	39.4	62.6	143	39.3	61.9
4 months	1	0.3	0.5	1	0.3	0.4
3 months	56	18.5	29.5	66	18.1	28.6
1 month	9	3.0	4.7	20	5.5	8.7
TOTAL	302	100.0	100.0	364	100.0	100.0

Respondents were also asked if they applied for placement assistance at the WSU-SP Placement Services since graduation. The responses to this question are summarized in Table 51. Among the 1969 graduates who responded, 49 or 16.2% did not answer this item, compared to 77 or 21.1% of the 1970 graduates. A higher propor-

tion of the 1970 respondents said "yes." When the "yes" and "no" respondents alone are considered, it is observed that 16.2% of the 1969 respondents said yes, compared to 26.5% of the 1970 respondents. Perhaps because of placement difficulties, a greater proportion of the 1970 respondents had sought placement services since graduation. Even in this group, nearly three-fourths of respondents sought placement services either before graduation or not at all.

TABLE 51

Sought Placement Assistance, Since Graduation

	1969			1970		
	No.	%	Per Cent of "All" Respondents	No.	%	Per Cent of "All" Respondents
Unknown	49	16.2	0	77	21.1	0
Yes	41	13.6	16.2	76	20.9	26.5
No	212	70.2	83.8	211	58.0	73.5
TOTAL	302	100.0	100.0	364	100.0	100.0

The next step was to determine the relationship, if any, between application for placement assistance - both before and after graduation - to employment status. Tables 52 and 53 summarize status of employment and type of employment related to application or non-application for placement assistance prior to graduation. The distributions seem to indicate that unemployment rates are about the same regardless of whether or not application for placement was made prior to graduation. The chi-squared test was applied to the two variables in each table and the findings confirm the independence of the variables, both for 1969 and 1970 graduates.

A different picture is shown in Tables 54 and 55, where it can be seen that employment status is related to application for placement services since graduation. In all cases employment and self-employment are combined (because of the small number

of self-employment), and full-time and part-time employed are combined for the same reason. The expected and observed values are shown for the inspection of the reader in Table 56. This table uses the "status of employment" figures shown in Table 54. It seems clear that there was some tendency, both for 1969 and 1970 graduates, to seek placement services since graduation for those persons who are unemployed. The relationship is significant in both instances at the 2% level or lower.

TABLE 52

Status of Employment Related to Application or Non-Application For Placement Assistance Prior To Graduation

1969

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	0	7	8	15
Employed	11	167	79	257
Self-Employed	0	3	4	7
Unemployed	1	15	7	23
TOTAL	12	192	98	302

1970

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	4	28	23	55
Employed	7	179	70	256
Self-Employed	0	4	3	7
Unemployed	4	26	16	46
TOTAL	15	237	112	364

TABLE 53

Type of Employment Related to Application or Non-Application For Placement Assistance Prior to Graduation

1969

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	2	54	29	85
Part-Time	1	11	8	20
Full-Time	8	112	54	174
Unemployed	1	15	7	23
TOTAL	12	192	98	302

1970

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	5	73	37	115
Part-Time	2	24	12	38
Full-Time	4	114	47	165
Unemployed	4	26	16	46
TOTAL	15	237	112	364

TABLE 54

Status of Employment Related to Application or Non-Application For Placement Assistance Since Graduation

1969

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	0	3	13	15
Employed	42	33	181	257
Self-Employed	0	0	7	7
Unemployed	7	6	10	23
TOTAL	49	42	211	302

1970

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	15	9	31	55
Employed	50	50	155	255
Self-Employed	0	1	7	8
Unemployed	12	16	18	46
TOTAL	77	76	211	364

TABLE 55

Type of Employment Related to Application or Non-Application For Placement Assistance Since Graduation

1969

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	18	12	55	85
Part-Time	2	5	13	20
Full-Time	22	19	133	174
Unemployment	7	6	10	23
TOTAL	49	42	211	302

1970

Employment Status	Application For Placement Assistance? Unknown	Yes	No	Total
Unknown	35	26	54	115
Part-Time	7	13	18	38
Full-Time	28	33	105	165
Unemployed	7	5	34	46
TOTAL	77	76	211	364

TABLE 56

Expected and Observed Values: Relationship of Employment Status to Application or Non-Application For Placement Assistance Since Graduation

1969

Employment Status	Apply For Placement? Yes	No	Total
Employed	33 (36.4)*	188 (184.6)	221
Unemployed	6 (2.6)	10 (13.4)	16
TOTAL	39	198	237

$x^2 = 5.5773$, 1 d.f.

1970

Employment Status	Apply For Placement? Yes	No	Total
Employed	51 (57.8)*	162 (155.2)	213
Unemployed	16 (9.2)	18 (24.8)	34
TOTAL	67	180	247

$x^2 = 7.9251$, 1 d.f.

*Expected values in parentheses

The second question concerning placement asked of respondents was: "Did the Placement Services provide you with job information? vocational information? counseling?" Table 57 shows response distributions by year of graduation to the question, "Did Placement Services provide you with job information?" The "unknown" or non-response to this question was 36 or 11.9% of the 1969 graduates returning questionnaires and 32 or 8.8% of the 1970 respondents. We may also note that 191 of the 1969 respondents said "yes", or 71.8%. The 1970 graduates who responded showed a much higher "yes" percentage: 282 of 332 who checked the item, or 84.9%. One can easily conclude that job information was provided to a much higher proportion of the 1970 graduates than of the 1969 graduates.

TABLE 57

Obtain Job Information From Placement

	1969		1970	
	No.	% of "Known" Response	No.	% of "Known" Response
Unknown	36	0	32	0
Yes	191	71.8	282	84.9
No	75	28.2	50	15.1
TOTAL	302	100.0	364	100.0

Table 58 summarizes responses to the next part of the question: "Did the Placement Services provide you with vocational information?" The non-response to this question among those returning questionnaire forms was 21.2% for 1969 graduates and 21.8% for 1970 graduates. Most respondents said "no" to this question. Only 37.7% of the 1969 graduates responding said "yes", compared to 45.3% of the 1970 respondents. There is evidence in this summary table that vocational information was provided to a higher proportion of the 1970 graduates, though they represent fewer than half of the respondents.

TABLE 58

Obtain Vocational Information From Placement

	1969		1970	
	No.	% of "Known" Response	No.	% of "Known" Response
Unknown	66	0	77	0
Yes	89	37.7	130	45.3
No	147	62.3	157	54.7
TOTAL	302	100.0	364	100.0

Responses to the question, "Did the Placement Service provide you with counseling?" are summarized in Table 59. Non-response to this question represented 18.2% of the 1969 returns and 19.8% of the 1970 returns. Among 1969 graduates, 39.3% answered "yes" to this question, while 60.7% replied "no". Of the responses of 1970 graduates, 46.6% said "yes" and 53.4% said "no". This represents a significant shift toward more counseling for 1970 graduates. Fewer than half claim to have received counseling, but the trend was toward more counseling.

TABLE 59

Obtain Counseling From Placement

	1969		1970	
	No.	% of "Known" Response	No.	% of "Known" Response
Unknown	55	0	72	0
Yes	97	39.3	136	46.6
No	150	60.7	156	53.4
TOTAL	302	100.0	364	100.0

The third placement question was, "Did you locate your present or any job through Placement Services?" Table 60 sums the responses to this question. Of the yes and no responses, about 21% were "yes" and 79% were "no," with proportions almost identical for graduates of 1969 and 1970. A higher per cent of men than of women replied "yes" among 1969 graduates. For 1970 graduates, the proportions of "yes" responses were almost identical for men and women.

TABLE 60

Responses to the Question: "Did you Locate Your Present or Any Job Through Placement Services?" by Sex of Respondent

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	18	6	24	33	9	42
Yes	52	6	58	52	15	67
No	177	43	220	201	54	255
(Total of Yes and No Responses)	(229)	(49)	(278)	(253)	(69)	(322)
TOTAL	247	55	302	286	78	364

Per Cent Distributions - Yes and No Responses

	1969			1970		
	Men	Women	Total	Men	Women	Total
Yes	22.7	12.2	20.9	20.6	21.7	20.8
No	77.3	87.8	79.1	79.4	78.3	79.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

The fourth placement question was: "Did you feel that you benefited from the service of the Placement Services?" Replies of men and of women separately are tabulated as shown in Table 61. Non-response to this question was 14.6% for 1969 graduates returning questionnaires and 11.0% for 1970 graduates. Of the 1969 graduates responding, 50% said "yes" and 50% said "no". "Yes" responses represented 52.3% for men and 38.1% for women. The 1970 graduates were more favorable, since 55.2% of the responses given were "yes." In this group, only a slightly higher proportion of men than of women felt that they had benefited from Placement Services. We may conclude that although only half of the 1969 graduates responding felt that they had benefited from Placement Services, the proportion had improved for 1970 graduates.

TABLE 61

Benefit From Placement? - By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	31	13	44	30	10	40
Yes	113	16	129	143	36	179
No	103	26	129	113	32	145
(Total of Yes and No Responses)	(216)	(42)	(258)	(256)	(68)	(324)
TOTAL	247	55	302	286	78	364

Per Cent Distributions - Yes and No Responses

	1969			1970		
	Men	Women	Total	Men	Women	Total
Yes	52.3	38.1	50.0	55.9	52.9	55.2
No	47.7	61.9	50.0	44.1	47.1	44.8
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Two open-ended questions are a part of question four: "Which services helped most?" and "Which services helped least?" Table 62 lists the frequency of each kind of response to the former question. A large proportion did not reply to this question; it would be relevant only to those who had found the services helpful. Actually the non-response represented 56.0% of the 1969 graduates and 50.6% of the 1970 graduates. Ranking first of the services which helped most were interviews and job information such as the listing of companies and employers. Several combinations of these two services with other services, including the listings in the Pointer were frequently named. Some respondents identified the Placement representative by name as being most helpful. Counseling was mentioned several times. For details, the reader will peruse Table 62.

TABLE 62

Service Which Helped Most

	Year of Graduation	
	1969	1970
Unknown	169	184
Mr. Tierney	5	15
Listing of Companies, employers (Job Information)	28	44
Interviews	44	40
Interviews & Counseling	4	10
Interviews & Job Information (including listing in "Pointer")	11	3
Counseling	7	12
Vocational Information and Assistance	3	3
Sending Credentials to the Various School Systems	1	0
Administering State and Federal Entrance Examinations and Interviews	1	1
Career Candidate Program	1	1
Working With Staff Bureau of Personnel	1	0
1969 and 1970 Placement Manual	3	4
Counseling and Job Information	5	10
Information Presented on Bulletin Board	2	0
Interviews and Information Posted on Bulletin Boards	2	1
Wide Variety of Job Choices	1	0
Advice on Supply and Demand for Positions Interested In	1	0
Placement Magazine - Book	2	1
Opportunity to Interview and Gain Confidence and Experience in Controlling an Interview	2	3
Placement Center Newsletter, Job Recruitment on Campus	1	3
Job Locations	2	1
Interviews and Placement Annual	2	2
Interviews in a Familiar Atmosphere	1	0
Placement Fliers & Resume's	1	1
Want Ads	1	0
Personal Initiative	1	0
Making Initial Contacts With Companies	0	2
None	0	4
Files on Businesses	0	1
Writing Applications and/or Resume'	0	3
Having Reference Letters in One Place to be Sent out	0	1

TABLE 62 (Continued)

Service Which Helped Most

	Year of Graduation	
	1969	1970
Wisconsin State Employment Service	0	1
Personal Friends	0	1
Mr. Tierney and Mail Opportunities	0	4
Recruiting Services	0	1
Interviews and Mr. Tierney	0	2
Everyone	0	1
Newsletters and Mailing Lists	0	3
Newsletters and Counseling	0	1
TOTAL	302	364

Relatively few responses were received in answer to the question, "Which services helped you least?" Non-response was 80.5% for 1969 graduates and 77.2% for 1970 graduates. The responses listed should be thought of as criticisms of the Placement Services, and they are listed in Table 63. Poor counseling was mentioned most frequently. Weak vocational information, interview schedules, and lack of enough job information were mentioned a few times each. Lack of a placement catalog and lack of graduate study information were cited especially by 1970 graduates.

TABLE 63

Services Which Helped Least

	Year of Graduation	
	1969	1970
Unknown	243	281
Poor Counseling	23	30
Listing of Job Openings in Specific Job Areas in Wisconsin	3	2
Interviews and Interview Schedules	4	9
Vocational Information	8	10
Get Listings of Jobs So Late	1	3
Forms to Fill Out	1	1
Wasn't Enough Information About Jobs For the Major	1	2
Placement Catalog	2	4
Selective Services	1	0
Didn't Know What Services They Had	1	1
Occupational Information	1	0
Job Information	5	7
Had no Information about Wisconsin VTA Education System	1	0
Lack of Feedback to Students	1	0
Counseling and Vocational Information	1	1
Not enough Psychology Majors to Merit Psychology Recruiting	1	0
All	3	5
Schedule Listings in Pointer	0	1
State and County Placement Services; Also Unemployment Agency Was of Little Help	1	0
Lack of Graduate Information	0	4
Out-of-State Listings	0	1
Incomplete Information	0	2
TOTAL	302	364

The next question was, "Did you think Placement Services were adequate?" Responses to this question are shown in Table 64. Here we see that a substantial number of respondents did not answer the question. One possible explanation is that quite a few graduates had no contact with Placement Services, and so they may have felt inadequate to answer the question. Of the 1969 graduates, 25.8% did not respond: 23.1% of the men and 38.2% of the women. Of those who did respond, nearly

60% of the men said "yes", while only 44% of the women said "yes". Of the 1970 graduates responding to the questionnaire, 19.8% did not respond to this item: 20.6% of the men and 16.7% of the women. Of those who reacted to the question, 55% of the men indicated that they considered the Placement Services adequate compared to only 41% of the women. In summary, most of the men who responded considered the services adequate, but most of the women did not.

TABLE 64

Placement Services Adequate, By Sex of Respondents

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	57	21	78	59	13	72
Yes	105	15	120	125	27	152
No	85	19	104	102	38	140
TOTAL	247	55	302	286	78	364

When responses to the question are analyzed by college, a slight majority of favorable responses are found for the Colleges of AA&S and L&S, both for 1969 and 1970 graduates. Fine Arts graduates are represented by a very small sample, but their response was a little less favorable, as shown in Table 65. Non-response was divided in about even proportions among the three colleges.

TABLE 65

Placement Services Adequate, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	26	1	51	78	13	2	57	72
Yes	24	3	93	120	35	2	115	152
No	18	3	83	104	33	4	103	140
TOTAL	68	7	227	302	81	8	275	364

An open-ended question was added at this point. "If no, how were they (the services) inadequate?" Following is a summary of the responses to this question, which was followed by the sub-question, "How many interviews did you have?"

The comments on how placement services can be improved are most revealing, and many of them will be reproduced here verbatim. When a number appears following the quotation, it designates the number of times that comment appeared. The 1969 and 1970 graduates' comments are listed separately, since the two years represent different circumstances: 1969 was a year when non-teacher placement services were quite new, while 1970 was a very difficult placement year.

Comments of 1969 Graduates

Following are a variety of comments pointing up specific weaknesses in placement or in students' relationship to placement.

"If you don't know how, where, or when the placement office works, you are much deprived of information."

"I don't believe enough large companies (e.g. utilities) are represented." (6)

"I feel that one small office does not do justice to a graduate seeking employment. Perhaps the office could be expanded as well as more full time personnel." (5)

"A rather inadequate office as it is unable to aid summer time graduates. I was told "sorry, Charlie" and it left a bitter taste in my mouth."

"All interviewers were looking for teachers or salesmen - what about other people?" (8)

"It was unable to help me find a job because it (my work) deals with civil service, and they don't deal with civil service positions." (2)

"There should be even more cooperation between business and the University."

"When I inquire about a job, please don't send me a letter saying you can't help me and then send an additional placement form to be filled out."

"At mid-term there are very few jobs available, but the girls in the office could be <u>much</u> more courteous in helping the student to search for himself."

"More counseling." (2)

"I think that interviews with companies should be set up so that seniors have first choice of signing up. I signed up for two interviews and didn't get a chance at either of them. One was canceled and the other one was overrun by underclassmen."

"Information on various firms not as complete as I thought necessary."

"Could have been more informed on what the interviewer was looking for instead of wasting my time."

"Recruiters were prejudiced."

"I was not informed of how Placement could help me in finding a position in graduate school."

"More concentration should be put on jobs for which people graduating from the institution are qualified. For example: Stevens Point is the only school in the state besides Madison with various degrees in conservation. Your placement office should know what is open and where." (2)

"The information which was given me was outdated."

"What I would like to see is the placement service follow up a job interview

and let the job applicant find out why he wasn't given the job and help him be a better job seeker."

"Not enough information regarding job possibilities for home economics majors outside education."

"Background work should be done to better utilize Federal government opportunities for social science students."

"Counseling lacked personnel. Should have more tests provided to help students make a vocational choice." (2)

"Unable to advise me in regard to VTA education system."

"Lack of student awareness." (3)

"Had no information regarding the field of Dramatics."

"More help should be given to sophomores and juniors to explain the functions of the service."

"Is oriented to teacher graduates." (3)

"January graduates not helped as much as June graduates, due to the loading of interviews mostly in the Spring."

"Not enough contact with firms."

"Not enough opportunities for women to secure non-teaching positions."

"The Placement Service didn't offer enough opportunities for jobs outside the State of Wisconsin."

"I have not received further information regarding opportunities. Believe they should send graduates this information." (2)

"I do feel that the placement office should try to educate industry to have a little more education and respect for the education and training graduates have received. I have noticed in the placement ads in the POINTER something similar to the following many times: 'Sales position - Any Major' or 'Sales Manager - Any Major'. The point I am trying to make is the majority of corporations do not use much of your training after graduation. I feel industry today is after the more

mature person. The college is the place they go for their recruiting. If this is the case, it is ridiculous to keep your nose in a book for four years."

"In my interviews I found that all with the exception of the U. S. Government asked the same question: "Are you married, engaged, or going steady?"..... This attitude is out of date. It is definitely an attempt to discriminate against women in higher paying jobs."

"As much time and energy should be put into placement as in actual academic fields, for what good is college if graduates aren't properly placed in society?"

"Erroneous information. For example: I was led to believe that I could get a job starting at $9,000- with my education and work experience. I'm not making that yet. However, I have learned that the money is not nearly as important as the job." (type of job?)

"I feel that placement services are quite adequate, but the general employment conditions of this country are inadequate. I feel these services did all that could be expected."

Comments of 1970 Graduates

"They are too concerned with finding jobs for teachers. They are just beginning to help the grads in other fields." (7)

"All penny ante companies. No real big guns." (4)

"Only two men to help the whole student body." (14)

"Lack of communication to know what services are available." (5)

"They need more space and more full-time counseling help, also more contact with out-of-state employment agencies." (6)

"They didn't have the contacts for jobs in my field." (4)

"Do not supply adequate information for certain majors." (3)

"Not a good variety of job opportunities." (6)

"There were two interviews for people in chemistry outside of education." (2)

"Should be better interviewing rooms provided and the placement staff should be more coordinated." (6)

"Not enough graduate school information." (2)

"Limits on the number of people who could sign up for an interview." (3)

"There should be someone there all the time."

"The girl behind the counter should "bone up" on things she doesn't know."

"More information on local, state, and federal jobs."

"Didn't set up enough interviews. Acted as if they were too busy."

"No chance to plan a schedule in advance to make interview appointments."

"Not enough or good counseling." (5)

"Limited number of companies, or variety of companies."

"Company materials information was very outdated." (2)

"Majority of jobs were for Wisconsin."

"I didn't know what all was available until I happened to walk in one day."

"Could have better informed students of procedures."

"No list of companies to write for further information about work in major field." (2)

"Inadequate information on interview sign-up sheets."

"Few of the better and larger employers come on campus."

"I don't have a job yet."

"A little late in getting out some job vacancies." (2)

"Too busy to do adequate work." (4)

"Inadequate listing in Natural Resources and police work."

"Don't screen people for abilities and previous experience."

"I haven't had an opportunity to use it."

"Placement can't do anything to get private industry to hire people who have not fulfilled their military requirements. Was told to contact the company when I

get out of service."

"OK for average student. But they couldn't find _____ (wildlife major) a job."

"Lack of good job market knowledge."

"Encouragement of low demand majors such as history."

"Adequate except for military part."

"Few interviews in field." (8)

"Should be more encouraging."

"Too many interviewers were not interested unless you had graduated."

"Time should have been spent in contacting prospective employers."

"Don't counsel on practicality of certain majors."

"In today's world one can never receive enough help and information concerning vocations."

Summarizing the comments on adequacy of Placement Services, we can divide most of the criticisms into three classes: (1) those suggestions which can be acted on in order to improve the services; (2) those that reflect the difficult employment situations that graduates have experienced in the past year or two, some of which might be overcome but are not the fault of placement; and (3) those deficiencies which are due to lack of budget resources, some of which have been overcome or will be overcome when Placement moves into adequate quarters and has a more adequate staff. The Placement Director will be able to identify which criticisms fall into which categories. It is encouraging to note that a substantial number of responding graduates did consider Placement Services adequate.

The next sub-question was, "How many interviews did you have?" The summary of responses to this question constitutes Table 66. Of the 1969 respondents, 118 or 39.1% had no response or no interviews. There were 146 of the 1970 respondents, or 40.1% in the same category. While the great majority of respondents had one to four interviews, we may observe that a substantial number had nine or more interviews. The distributions for 1969 and 1970 are quite comparable.

TABLE 66

Number of Interviews, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown or ~~Known~~ None	96	22	118	117	29	146
1	23	7	30	36	6	42
2	22	4	26	26	9	35
3	23	7	30	19	7	26
4	15	6	21	18	7	25
5	12	6	18	7	5	12
6	9	0	9	18	6	24
7	2	1	3	4	1	5
8	9	0	9	7	2	9
9 or more	36	2	38	34	6	40
TOTAL	247	55	302	286	78	364

Adequacy of Placement Services is related to number of interviews reported in Table 67. This table gives the percentage of yes and no responses by number of interviews. Perusal of the table leaves the impression that the number of interviews is unrelated to views on the adequacy of Placement Services.

TABLE 67

No. of Interviews Related to the Question, "Did You Think Placement Services Were Adequate?"

	1969					
No. of Interviews	No Response	Yes	% of Total Response	No	% of Total Response	Total Responses
0	67	22	43.1	29	56.9	51
1	2	14	50.0	14	50.0	28
2	3	13	56.5	10	43.5	23
3	3	18	66.7	9	33.3	27
4	0	10	47.6	11	52.4	21
5	0	11	61.1	7	38.9	18
6	0	4	44.4	5	55.6	9
7	0	2	66.7	1	33.3	3
8	1	4	50.0	4	50.0	8
9 or more	2	22	61.1	14	38.9	36
TOTAL	78	120		104		224

TABLE 67 (Continued)

No. of Interviews Related to the Question, "Did You Think Placement Services Were Adequate?"

		1970				
No. of Interviews	No Response	Yes	% of Total Response	No	% of Total Response	Total Responses
0	60	53	61.6	33	38.4	86
1	6	16	44.4	20	55.6	36
2	1	19	55.9	15	44.1	34
3	1	11	44.0	14	56.0	25
4	0	11	44.0	14	56.0	25
5	2	6	60.0	4	40.0	10
6	2	9	40.9	13	59.1	22
7	0	1	20.0	4	80.0	5
8	0	5	55.6	4	44.4	9
9 or more	0	21	52.5	19	47.5	40
TOTAL	72	152		140		292

The final question on Placement Services was, "Would you be willing to pay a fee for improved services? _____ If yes, how much? _____". Table 68 shows the composite summary for men and women of responses to the first part of this question. The table reveals that a subtle change took place from 1969 to 1970. Only 45.2% of the 1969 respondents said yes, while 54.8% said no. For the 1970 respondents the proportions were 52.8% yes and 47.2% no. It may be hypothesized that the extreme employment difficulties experienced by 1970 graduates has brought about the difference in the proportion of yes and no responses.

TABLE 68

Fee For Services

	1969		1970	
	No.	% of "Known" Responses	No.	% of "Known" Responses
Unknown	72	0	65	0
Yes	104	45.2	158	52.8
No	126	54.8	141	47.2
TOTAL	302	100.0	364	100.0

An important open-ended question asked of the graduates was: "How might the services of the Placement Office be improved?" The many answers to this question have been tabulated and are presented in semi-organized form. A comment is taken verbatim representing a specific type of suggestion. When the quote is followed by a number, this number indicates the number of times this kind of suggestion was made.

Not all of the comments were critical. Many kinds of improvements were proposed; perhaps some of these are not possible because of budget limitations. But they are passed on for consideration. Following are suggestions for improving employer contacts.

"We have a fine quality of education at WSU for people in non-teaching fields with many top-notch students. Let's make industry, business, and government aware of this and have them do more recruiting at our university."

"More information concerning government jobs (via announcements) should be available. Also at least where to write for such information." (4)

"Offer a complete resume' service." (2)

"By developing better communications with all prospective employers."

"The service could possibly recruit more local companies for interviews."

"Stop centering job possibilities on Education and help those in other fields. Also employ guidance people to take the burden off advisors." (3)

"Find more room for the so-called "major company" at Stevens Point." (8)

"Placement Office should also do some draft counseling as the Army is one of the large immediate employers of college graduates."

"Expand information on graduate schools." (3)

"Offer a wider variety of business representatives." (14)

"Have more literature on various companies."

"Have vocational information distributed at an earlier level."

"I don't think a field such as med. tech. is adequately covered."

"Have the Placement Department connected more closely with the Wisconsin State Employment Service." (2)

"By providing contacts with airlines, translating positions, and nationwide companies."

"Offer some kind of incentive to interviewers to stay longer and interview more people when the need arises."

"More interviews in biological science field."

"More information on fellowships and assistantships."

"Getting out-of-state personnel to interview grads."

"Has anyone thought of having maybe six weeks of field work for social work and psychology graduates? It would help the student who is graduating to know about more job opportunities."

"More interviews in conservation field."

"Wider geographical area of coverage, and information on a state by state basis, e.g. income tax levied by state."

A second kind of suggestion was that which concerned improving information to students, and the methods by which this might be accomplished. Following are examples.

"The use of employees instead of Personnel Director to explain the job, benefits, drawbacks, etc."

"Tell the students about the 'complete' placement office."

"I might suggest that it be made mandatory for each student to visit the Placement Office at least once a year for some professional counseling."

"Offer a counseling service for students with people who know what jobs are in demand." (7)

"Be more aggressive in notifying seniors of forthcoming interviews, job opportunities, current employment trends, etc., by sending them flyers and notices, instead of just existing in some remote corner of Old Main."

"By starting earlier with students at least sophomores." (4)

"I found out through the Placement Office the advantage of a resume, how it could help me meet an employer."

"Deal more closely with advisors of students in coordinating a program."

"Set up a four year program with student contact."

"Move the office to a more central location."

"Contact student organizations to help orient an overall program. A.W.S., Off Campus Students, fraternities, sororities, professional organizations."

"You must make a greater effort to contact each individual that is graduating."

"By becoming more acquainted with the person trying for a job or interview."

"By providing qualified counseling before and after students have interviewed for jobs."

"Made more personal." (2)

"By advertisements over the campus radio at certain times. This should be done to alert students to any pertinent information."

"Keep job openings as up to date as possible and be more specific as to what major area the employer is looking for." (6)

"Somehow get through more to the students on what is available (services) through placement."

"More preparation for the interview (males especially) in regard to the contents of an interview, and doing this through counselors."

"In improved services through paying a fee. It might be patterned somewhat like these computer programming operators for job seeking college grads." (2)

"Send out job information monthly."

"Impress the new student with the importance of this service and availability of it as soon as he enters the institution."

"Continue sending information to graduates." (3)

"Take surveys among students to see who they might most like to talk with concerning future jobs."

"Make the prospective graduate realize how important it is to interview for several jobs so he can have a choice."

"I wasn't informed that I had to be certified to obtain employment in a social service field."

A third kind of suggestion related to broader services or coverage. Examples:

"Increasingly wider range of job interviews."

"More help for summer session graduates."

"Provision to help January graduates more."

"It was fine with me as it was. However, they could get some detailed maps so we could easily and readily find out where certain jobs were located."

Perhaps most frequently suggested were improved facilities and more staff, as suggested in the following comments:

"Better accommodations." (9)

"Larger staff." (6)

"More competent office help." (7)

"More friendly, helpful secretary." (2)

"Mr. Tierney could use additional help. He does an excellent job, but there are far too many students in his section."

"Hire a couple more people of Mr. Tierney's calibre."

"Move or remodel the Placement Office and increase its size."

"Better interviewing facilities." (4)

"More well trained personnel." (2)

Added to these comments are many referring to the need for more and better counseling - a matter that relates to both budget and staffing.

Not all comments contained criticisms. There were numerous opinions that Placement Services had done as well as possible. "Jobs were scarce and Placement was very nice" said one.

Summarizing the comments on how to improve Placement Services, we can see that the respondents came up with a great variety of suggestions: more and better facilities, more help and more specialized or competent help so as to provide a huge variety of services such as counseling throughout college, bulletins, radio programs, much wider contacts with possible employers, up to date job information, and information from many sources including graduate schools and the Armed Forces. Graduates need more job information, more contacts, more and longer interviews, and help in how to make successful interviews.

Table 69 shows responses stating how much graduates would be willing to pay for improved placement services. Of the 1969 respondents, 81.8% did not answer this item, compared to 73.9% of the 1970 graduates. The responses ranged two dollars or less up to $16 or more. A larger percentage of the 1970 graduates were willing to pay this larger fee.

A computer run was made to see if graduates who are unemployed would be more likely to pay a fee for placement services than those who are employed. Only four of those 1969 graduates who are unemployed expressed willingness to pay such a fee, while ten of the 1970 unemployed graduates were willing. Six of the latter were willing to pay a fee of $16 or more. The proportion of the unemployed who are willing to pay a placement fee is lower than for employed graduates.

TABLE 69

Responses to the Question, "How Much Would You Be Willing to Pay For Improved Placement Services?"

	1969	1970
Unknown	247	269
$0-2	3	2
$2-4	3	4
$4-6	13	20
$6-8	1	4
$8-10	13	16
$10-12	1	12
$12-14	0	0
$14-16	1	2
$16 or more	20	35
TOTAL	302	364

COLLEGE EDUCATION AND GUIDANCE

What factors influence students in the choice of a major, and minor, and which are the influences most frequently mentioned? The sources of information and reasons for choosing the major are tabulated by frequency of response in Table 70. The first nine responses are those offered in the questionnaire. The rest of the responses are those volunteered under "other". Most frequently checked were "always wanted to do it" and "finding I did well in it." Ranking third was "an instructor influenced me." Next in line were the responses "good income prospects" and "disliking what I started with." Some students, especially 1969 graduates named "required courses I took" as an important influence. Others checked "just drifted into it." Surprisingly few were influenced by classmates and parents.

A good many other influences were named, and since these were volunteered, they should be considered important. Interest in the subject matter, challenging, work experience in the field, and high school instructors were reasons volunteered by three or more respondents each.

TABLE 70

Reasons For Choosing The Major

	Year of Graduation	
	1969	1970
No Response	9	17
Required courses I took	58	44
Always Wanted to do it	135	180
Good income prospects	63	61
Finding I did well in it	127	129
Just drifted into it	45	45
Classmate influencing me	28	18
An instructor influencing me	83	98
Parents influencing me	16	20
Disliking what I started in	61	63

TABLE 70 (Continued)

Reasons For Choosing The Major

	Year of Graduation 1969	1970
Other:		
Interested in Psych. and books read in high school	1	0
Didn't want to specialize so took something with versatility	1	0
Wanting to protect and clean up our environment	1	0
Professional counseling prior to starting college	1	0
Interest and love for the out-doors	2	1
By vocational guidance counseling at a technical institute	1	0
Interest in the subject matter	4	0
A job prior to starting college	2	0
Poor instructors in my original field	1	0
My personal beliefs regarding the origin of all religion led me to a study of theatre and a lifetime committment	1	0
I liked studying people	0	1
An input field which will offer a challenge now and in the future	0	3
Other change of majors and credit requirements	0	1
Greatest interest was in it	0	4
Gave more flexibility in job fields	0	1
H. S. Seminar	0	1
Housing Office	0	1
H. S. instructor influenced me	0	3
Personal decision on basis of my interests	0	1
Good background for future education	0	2
Transferred as a Sr. - more offerings	0	1
Provided a good background for law school	0	1
Employment when I dropped out of U.C. my Jr. year	0	1
Liked the business world	0	1
Found the field fascinating when enrolled in first course	0	2
H. S. Guidance Counselor	0	1
Business and Econ. majors seemed a sure way to get ahead.	0	2
TOTAL	640	703

We come to one of the most important parts of the questionnaire when analyzing responses to the following question: "Is your position in your field of work related to your college education? (Please Comment)" The yes and no responses are tabulated by sex of respondent in Table 71 and by College from which graduated in Table 72. Of the responding 1969 graduates, 37 or 12.2% did not reply to this question, and 71 or 19.5% of the 1970 graduates who returned forms did not reply to the question. The majority of those responding said no: 53.6% of the 1969 graduates and 55.6% of the 1970 graduates. The proportion of women who said yes was higher than that for men among 1969 graduates: 52.2% compared to 45.6%. But of the 1970 women graduates, only 42.1% said yes, compared to 44.9% of the men.

As shown in Table 72, a higher proportion of Applied Arts and Sciences graduates considered their work related to their college education (specifically the major) than of Letters and Science graduates. Nearly 60% of the AA&S 1969 graduates replied yes, compared to only 46.4% of the L&S graduates. The sampling of Fine Arts graduates was too small to make proper comparison. The proportion of yes responses among 1970 graduates was noticeably lower, but with AA&S graduates having a higher proportion of yes responses than did L&S graduates.

We may also observe that non-response was greater for AA&S graduates than for L&S graduates.

TABLE 71

Work Related to Major, By Sex

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	28	9	37	50	21	71
Yes	99	24	123	106	24	130
No	120	22	142	130	33	163
TOTAL	247	55	302	286	78	364

Per Cent Distributions - Yes and No Responses

	1969			1970		
	Men	Women	Total	Men	Women	Total
Yes	45.2	52.2	46.4	44.9	42.1	44.4
No	54.8	47.8	53.6	55.1	57.9	55.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 72

Work Related to Major, By College

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Unknown	9	0	28	37	22	0	49	71
Yes	35	2	86	123	28	4	98	130
No	24	5	113	142	31	4	128	163
TOTAL	68	7	227	302	81	8	275	364

Per Cent Distributions - Yes and No Responses

	1969				1970			
	AA&S	FA	L&S	Total	AA&S	FA	L&S	Total
Yes	59.3	28.6	43.2	46.4	47.5	50.0	43.4	44.4
No	40.7	71.4	56.8	53.6	52.5	50.0	56.6	55.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

In considering whether or not the work positions held by non-teaching graduates is closely related to their college education, we have asked for, and presented the responses of, the graduates themselves. However, it seems important to present available evidence concerning majors and minors and subsequent work experience, and let the reader decide for himself how closely related the work is to the major or minor.

The employment status and kind of employment if any are described on the following pages by first major. The 1969 and 1970 graduates are separated, since the employment situation was somewhat different in 1970 than it was in 1969 as has already been explained.

2 AMERICAN CIVILIZATION GRADUATES (1969)

Employer	Position
1 American Can Company	Production Worker
1 Unemployed (2nd major-geography)	

1 AMERICAN CIVILIZATION GRADUATE (1970)

1 Graduate Student (Toward MA Degree)	

5 ART GRADUATES (1969)

1 U. S. Government-Social Security Administration	Claims Representative
1 Oil-Rite Corporation	Art Director
1 St. Luke's Hospital, (Conscientious Objector)	Therapist
1 U. S. Army	Personnel Clerk
1 H. C. Prange	Assistant Interior Designer

4 ART GRADUATES (1970)

1 Woolco (Part-Time)	Sales
1 Park Recreation Worker	Maintenance, Attendant
1 Wis. Department of Revenue	Clerical
1 Unemployed (laid off from factory)	

32 BIOLOGY GRADUATES (1969)

Employer	Position
1 Hospital for Sick Children	Masters Intern
1 St. Luke's Hospital	Medical Technology Student
1 Homme Home for Boys	Group Counselor
1 Mt. Sanai Hospital	Research Med. Lab.
1 Sears	Trouble Shooter
1 Madison General Hospital	Student Med. Tech.
1 Social Security Administration	Benefit Authorizer
1 Business (?)	
2 U. S. C. G. Academy Hospital	Hospital Corpsman or Lab.
1 U. S. Dept. of Agriculture	Pesticide Inspector
1 U. S. Marine Corps	Pilot
1 Midland Cooperatives	Mill Worker
1 Graduate Student	
1 U. S. Army	Commissioned Lieutenant
1 V. A. Hospital	Research Asst. in Otolaryngology
1 Parochial School (Elementary)	Teacher
1 "Government" (evidently military)	
1 U. S. Air Force	AMN Medical Lab. Tech.
1 Village Board	Lifeguard Swimming Instructor
1 City Public Health Department	Inspector of Food and Measures
1 Dental Laboratory	Dental Laboratory Work
1 U. S. Railroad Retirement Board	Claims Examiner
1 Green Bay Food Company	Maintenance
1 Missouri State Health Dept.	Microbiologist
1 Dept. of Natural Resources	Conservation Warden
1 Spurgeons (but now in Army)	Assistant Manager
1 Unemployed	Housewife
1 Medical College of Wisconsin	Research Biologist
1 U. S. A. F. Academy Hospital	Lab. Technician
1 U. S. Army	Pay Disbursing-Records Clerk
1 Epi-Hab Phoenix Corp.	General Assembly Work

47 BIOLOGY GRADUATES (1970)

2 Del Monte	Warehouse laborer/Utility Foreman
2 Parochial School (Elementary)	Instructor 6th/8th Grade
1 Badger Labs	Common Labor

47 BIOLOGY GRADUATES (1970) (Continued)

Employer	Position
1 Harley Davidson	Spot Welder
1 Photopolymer Research Corp.	Photochemical Research Technician
2 U. S. Air Force	Medical Services/Intelligence
1 Child Development Center	Teach 4-year-olds
1 City Health Department	Sanitarian, Lab. Bacteriologist
2 Graduate Students	Half-Time Teaching Assistant/Research Assistant
3 Unemployed	
1 Wis. Dept. Health & Soc. Services	Welfare Investigator
1 Ellis Stone Construction Co.	Laborer
1 U. S. Dept. Agriculture, Consumer Marketing	Agriculture Commodity Grader
1 Indiana Dept. Natural Resources	Fisheries Biologist
1 Junior High School	Intern Teacher
1 U. S. Army, Private	Clean Latrines, Etc.
1 U. S. Navy	Seaman-Communications
1 Shopko	Managerial Trainee
1 H. C. Prange	Managerial Trainee
3 Full-Time Graduate Students	
1 Filter Materials	Factory Worker
1 Oscar Mayer	Quality Control Supervision
1 Northern States Power	Park Manager
1 Lunda Construction Co.	Laborer-Iron Worker
1 Dentistry Student	
1 Betz Laboratories	District Representative-Sales & Service
1 Endo Laboratories, Inc.	Sales Representative
1 Triarch, Inc.	Biologist/Lab. Technician
1 County Dept. of Health	Public Health Sanitarian
1 Tempo	General Labor
1 Abbott Laboratories	Pharmaceutical Representative
1 Country Club	Bartender
1 U. S. Marine Corps	Entering Flight School
1 Louisville City Zoo	Care of wild animals in captivity
2 Peace Corp	Orphanage work/Assistant to Professor
1 J. C. Penny Co.	Managerial Trainee

47 BIOLOGY GRADUATES (1970) (Continued)

Employer	Position
1 Medical Technology	Intern
1 Hospital Medical Center	Assistant Pathologist

36 BUSINESS ADMINISTRATION GRADUATES (1969)

1 1st National Bank	Teller
2 Sentry Insurance	Programmer/Underwriter
4 Employer's Mutual Insurance	(2) Systems Analyst/Credit Manager/Claims Trainee
1 S. S. Kresge	Managerial Trainee
1 Banner Agency, Inc.	Sales & Service of policies
1 U. S. Armed Forces	Chaplain's Assistant
1 Mosinee Insurance Agency	Secy-Treas. Sales
1 Pfizer, Inc.	Professional Sales Representative
1 Heritage Mutual Insurance	Personnel Director
1 Shopko	Asst. Manager
1 Pfizer Laboratories	Pharmaceutical Salesman
10 U. S. Army	Medic/Clerk/MP/Record/Intell/Sanitarian
2 Full-Time Graduate Students	
1 General Adjustment Bureau	Insurance & Claims Adjuster
1 Builder	
2 U. S. Marine Corps	Admin.
1 Chas. D. Smith & Son	Account-Financial Analysis
1 Federal Deposit Insurance Corp.	Assistant Bank Examiner
1 U. S. Navy	Office Work
1 G. A. B., Inc.	Claims Representative
1 County Public Welfare Dept.	Caseworker

43 BUSINESS ADMINISTRATION GRADUATES (1970)

6 Sentry Insurance	Personal Lines Underwriter/Systems Programmer/Computer Operations/Data Technician/Coder
3 Employers' Insurance	Group Underwriter/Audit/Claims
1 Citizens National Bank	Computer Trainee
1 Privately Employed	Janitor
1 Wis. Dept. of Revenue	Analyst
1 Waling-Cutting Motors	Assistant Manager

43 BUSINESS ADMINISTRATION GRADUATES (1970) (Continued)

Employer	Position
1 Copps I. G. A.	Frozen Food Manager
1 United Parcel Service	Supervisor
1 Just leaving U. S. Army	
1 Self-Employed	Clerk & drummer
1 Kroger Co.	Co-Manager
1 American Hoist & Derrick Co.	Cost Accountant
1 First Am. National Bank	Credit Manager
1 Aetna Casualty & Surety	Underwriter Trainee
1 Peace Corps	Community Development
4 U. S. Army	Combat Engineer/Clerk
1 J. C. Penney Co.	Trainee
1 NEPCO	Common labor
1 Wis. Telephone Co.	Central Office Foreman
1 Simplicity Manufacturing Co.	Manufacturing Engineer
1 H. C. Prange	Area Manager
1 Ansul Company	Supvr. Cost Accounting
1 Aid Assn. for Lutherans	Supv. Trainee
1 Marmet Corporation	Engineering Manager
1 Unemployed	
1 WESCO Shopping Center	Assistant Manager
1 Regal Ware, Inc.	Systems Analyst
1 State Farm Insurance Corp.	Agent-Sales
1 Wis. Commissioner of Banking	Bank Examiner
1 Shopko	Manager Trainee
1 Amway	Distributor
1 U. S. Navy	Naval Aviation Officer
1 American Can Co.	Asst. Accounting Supervisor

2 CHEMISTRY GRADUATES (1969)

1 U. S. Marine Corps	Clerk-Nuclear, Biological, Chemical Warfare
1 Full-Time Graduate Student	

7 CHEMISTRY GRADUATES (1970)

1 Unemployed-Part-Time Study	
3 Full-Time Graduate Students	

7 CHEMISTRY GRADUATES (1970) (Continued)

Employer	Position
1 Reimers Photo Co.	Salesman: Retail Photo
1 Wis. Dept. of Agriculture	Analytical Chemist
1 Unemployed	

1 COMMUNICATIVE DISORDERS GRADUATE (1969)

1 Public School (outside Wisconsin)	Speech Therapist

4 COMMUNICATIVE DISORDERS GRADUATES (1970)

1 Unemployed	Housewife
1 Speech & Lang. Devel. Center (Calif.)	Aphasic teacher - speech therapist
2 Full-Time Graduate Students	WSU-SP

1 COMMUNICATIONS (SPEECH) GRADUATE (1969)

1 Board of Education, G. B.	First Grade Teacher

3 COMMUNICATIONS (SPEECH) GRADUATES (1970)

1 Woodland Girl Scout Council	Professional field advisor
1 Hal Seal - H. S. Placement Service	Placement counselor
1 Kerr-McGee, Calif.	Shipper

4 CONSERVATION GRADUATES (1969)

1 Boy Scouts of America	District Executive
2 U. S. Army	(both plan to continue study)
1 National Parks & Wildlife Service	Ranger - Naturalist

2 DIETETICS GRADUATES (1969)

1 Sponsored by Air Force	Dietetic intern
1 Hospital Medical Center	Clinical Dietician

1 DIETETICS GRADUATE (1970)

1 Mercy Medical Center	Dietician

1 DRAMA GRADUATE (1969)

1 Montgomery Ward	Shoe Department Manager

1 DRAMA GRADUATE (1970)

1 Headliners (Illinois)	Advertising Production

20 ECONOMICS GRADUATES (1969)

Employer	Position
1 Public Service Commission	Research Analyst
1 First National Bank	Management - O.I.P. Dept.
1 State Farm Insurance Co.	Claim Representative
4 U. S. Army	
2 Full-Time Graduate Students	
1 U. S. Railroad Retirement Bd.	Economist
1 Ampco Metal, Inc.	Field engineer - sales
1 U. S. Air Force	Communications Center Specialist
1 Honeywell, Inc.	Market Manager Assistant
1 Roadway Express, Inc.	Line Haul Coordinator
1 Travelers Insurance	Claims
1 J. I. Case Co.	Internal Auditing
1 Kendall Co.	Salesman to retail stores
1 R. J. Reynolds	Sales
1 U. S. Fidelity & Guarantee	Underwriter
1 Siewert's Insurance	Field Representative

13 ECONOMICS GRADUATES (1970)

1 J. C. Penney	Management Trainee
1 N. W. Mutual Life Insurance	Budget research
1 U. S. Army	
1 Federal Deposit Insurance Corp.	Bank examiner trainee
1 College Life Insurance Co.	Agent
1 Del Monte Corp.	Operate retort
1 Kast-rite Silos, Inc.	Silo Inspector
1 Full-time graduate student	
1 Transport Life	Agent
1 First National Bank	Systems & Procedures Analyst
1 Dequaine & Blumer	Salesman
1 Shopko	Department manager
1 Unemployed (awaiting military service)	

13 ENGLISH GRADUATES (1969)

1 Hallmark Cards, Inc.	Sales & Marketing
1 U. S. Army	Correspondent, photographer

13 ENGLISH GRADUATES (1969) (Continued)

Employer	Position
1 Avon Cosmetics	Sales
1 Full-Time Graduate Student	Assistant
3 Unemployed	Housewife
1 Western Electric	Supervisor of Equipment Mfg.
2 County Dept. of Social Services	Child welfare worker
1 State Farm Mutual Auto Insurance	Claims
1 Sentry Insurance	Pension Clerk
1 Copwell's Department Store	Accounts Auditing

10 ENGLISH GRADUATES (1970)

2 Unemployed	Housewife
1 Aid Association for Lutherans	Staff writer
1 U.S.R.R. Retirement Board	Claims Examiner
1 First Federal Savings & Loan	Teller
2 Social Security Administration	Claims trainee/interviewing
1 Employers Insurance	Claims
1 Full-Time Graduate Student	
1 Mattel	Demonstrator, retail merchandiser

1 FISHERY GRADUATE (1969)

1 State of Alaska	Eligibility Worker

2 FISHERY GRADUATES (1970)

1 Social Security Administration	Claims Examiner
1 University, Great Lakes Research Div.	Part-Time student assistant

10 FORESTRY GRADUATES (1969)

1 County Forestry Preserve	Assistant Superintendent
1 Minn. Conservation Department	District forester
1 U. S. Navy	
1 U. S. Air Force	Airman-Operating room specialist
3 U. S. Army	Warrant officer/Student pilot
1 Reiss Steamship Co.	Fireman, oiler
2 U. S. Forestry Service	(2) Forester; timber inventory

16 FORESTRY GRADUATES (1970)

Employer	Position
1 M. & W. Construction Co.	Laborer
1 Mosinee Paper Mills Co.	General student labor
1 Parochial School (elementary)	Teacher
3 Full-Time graduate students	
1 Dept. of Interior-Bureau Reclam.	Appraiser trainee
1 City Park & Recreation	City Forester
3 U. S. Army	Supply Officer
1 Wis. Dept. Natural Resources	Special Conservation Warden
1 Milwaukee City Police Dept.	Patrolman
2 U. S. Forestry Service	Technician/Soil Scientist
1 National Can Corp.	Stock handler

4 FISH MANAGEMENT GRADUATES (1970)

1 Busch Bros.	Mechanic
2 U. S. Army	
1 Penn. Fishing Commission	Aquatic Biologist

3 GENERAL SCIENCE GRADUATES (1969)

1 Public Bd. of Education	H. S. teacher: math, science
1 Parochial School (elementary)	Teacher
1 School District (out-of-state)	Jr. High P.E. Instructor

1 GENERAL SCIENCE GRADUATE (1970)

1 Unemployed

14 GEOGRAPHY GRADUATES (1969)

1 Island Cleaners, Inc.	Truck Driver
1 Church's Plumbing	Shop & Store helper
1 Dept. of Interior, Geol. Survey	Civil Engineer - to be cartographer
3 U. S. Army	Intelligence, research
2 U. S. Air Force	Communications analyst
1 Union Oil of California	Market representative
1 Shopko	Managerial trainee
1 Western Illinois University	Graduate Assistant - Part-Time
1 Liberty Mutual Insurance	Safety engineer
1 Soc. Security Administration	Claims representative
1 Full-Time Graduate Student	

15 GEOGRAPHY GRADUATES (1970)

Employer	Position
1 Fidelity Union Life Insurance Co.	Agent - Sales
1 Evans Products	Common Labor
3 Unemployed	Awaiting military commitment/vacation
1 U. S. Army National Guard	
1 A. O. Smith	General factory (await draft)
1 WSU-SP	Faculty Assistant
1 Private Employer	Gas Station Attendant
1 Carpenter Contractor	Carpenter
2 U. S. Air Force	Mechanic
1 Employed by father	Repair & service vending machine
1 S. S. Kresge Co.	Assistant Manager, Retail
1 Parochial School	Teacher history & geography

3 GERMAN GRADUATES (1970)

1 Unemployed	
2 U. S. Air Force	(2) Navigator

23 HISTORY GRADUATES (1969)

1 WSU-Superior	Residence hall director
1 McNeil Smartware	Clerk (accident prevented teaching)
1 Full-Time Graduate Student	
1 R. J. Reynolds Tobacco Co.	Sales Representative
5 U. S. Army	Clerk/Supply Sergeant/Historian
1 General Adjustment Bureau, Inc.	Insurance Adjustor
1 Sentry Insurance	Credit Clerk
1 Emmons Stationary	Sales-Office Equipment
1 Employers Insurance	Claims
1 Motor Insurance Corp.	Accounting Clerk
1 State of Wisconsin	Admin. Assistant
1 Unemployed	Need medical discharge after wound in Armed Forces
1 Blue Cross, Blue Shield	Government contracts expediter
1 WSU-Oshkosh	Head resident, Intern'l Student Advisor
1 Part-Time Graduate Student (Seeking teaching certificate)	
1 Southern Vacume Cooling	Refrigeration engineer

23 HISTORY GRADUATES (1969) (Continued)

Employer	Position
1 Sears Roebuck & Co.	Store Manager
1 Peace Corps	Agriculture
1 Trucking & Excavating Co.	Machinery operator

16 HISTORY GRADUATES (1970)

1 Full-Time Graduate Student	
1 Commercial Collections, Inc.	General office work
1 Medical Society of Milw. County	?
4 U. S. Army	Microwave radio operator/Fire Dir. officer/ Artilery officer
1 Red Onion	Bus boy
1 Unemployed	Housewife
1 Archdiocese of Chicago	Teacher, 2nd grade
1 Nicaraguan Government	Asst. Dir. Community Development
1 Federal Soc. Security Administration	Benefit Authorizer trainee
1 Manpower, Inc.	Typist
1 American Red Cross	Services to military institutions
1 U. S. Air Force	Medic
1 St. Norbert College	Library work

4 HOME ECONOMICS GRADUATES (1969)

2 Unemployed	Housewife
1 General Telephone of Wis.	Service Representative - teller
1 First Federal Savings & Loan	Customer Consultant

9 HOME ECONOMICS GRADUATES (1970)

4 Unemployed	1 housewife, 1 traveling
1 St. Joseph's Hospital	Assistant dietitian
1 Gimbels	Assistant buyer
1 St. Mary's Hospital	Dietetic intern
1 Wis. Public Service	Home Economist
1 Full-Time Graduate Student	

24 MATHEMATICS GRADUATES (1969)

1 Wis. Telephone Co.	Communications: Coin Phone Market
1 Unemployed	Dissatisfied with first job

24 MATHEMATICS GRADUATES (1969) (Continued)

Employer	Position
2 Full-Time Graduate Student	Assistantship
1 Part-Time Graduate Student	Graduate assistant
4 U. S. Army	
3 U. S. Air Force	Pilot training/operations officer
1 Dept. of Army	Personnel Assistant
1 Milwaukee Public Schools	Teacher
3 Employers Insurance	Systems Analyst/Programmer/Audit Actuarial Assistant
1 U. S. Marine Corps	
2 Sentry Insurance	Rec. Mgr./Actuarial Tech.
1 IBM Thailand Co., Ltd.	System Engineer/Sales Mgr.
1 Computer Sciences Corp.	Market Rep./Computer Timesharing
1 B. F. Goodrich	Programmer
1 Employment Not Given	

15 MATHEMATICS GRADUATES (1970)

2 Full-Time Graduate Students	Assistantship
1 Unemployed	Housewife
1 National Bank	Auditor & Computer
1 Prudential Insurance	Calculations Approver
1 Sentry Insurance	Credit Corr./Actuarial tech.
1 Completing a second major	
1 Employers Insurance	Audit Review
1 National Foods, Inc.	Stock work
1 U. S. Army	
1 Green Bay & Western R. R.	Yard Clerk
1 Ace Host	Assoc. Manager
1 Wis. School District	Teach algebra, geometry
1 State of Wisconsin	Computer Programmer

6 MEDICAL TECHNOLOGY GRADUATES (1969)

2 St. Michael's Hospital	Medical Technology
1 St. Elizabeth's Hospital	Medical Technology
1 AAA Homes	Salesman
1 Barbour Laboratory (Calif.)	Medical Technologist
1 Consultant Physicians in Path.	Serological work

1 MEDICAL TECHNOLOGY GRADUATE (1970)

Employer	Position
1 St. Michael's Hospital	Medical Technology

1 MUSIC GRADUATE (1970)

1 Full-Time Graduate Student

13 NATURAL RESOURCES GRADUATES (1969)

1 Soil Conservation Service	Soil Scientist
3 U. S. Army	Clerk/Soil Analyst/Clerk
2 Wis. Dept. Natural Resources	Game Management/Forest Ranger
3 U. S. Dept Agriculture-Forest Service	Soil Scientist (3)
1 Raith Bros.	Lumber Foreman
1 DeKalb Ag. Research	Asst. Agronomist
1 U. S. Air Force	Weather Observer
1 Spray King, Inc.	Secy. & Manager (self-employed)

6 NATURAL RESOURCES GRADUATES (1970)

1 _____ Church	Handy man
1 U. S. Fish & Wild Life Service	Refuge & Game Management
1 Mammoth Springs Canning Corp.	Operate Scrambler
1 Wis. Dept. of Nat'l Resources	Fire Control Aid
1 Unemployed	
1 U. S. Dept. Agriculture	Soil Conservationist

5 NUTRITION AND FOODS GRADUATES (1969)

1 U. of Minnesota Hospital	Dietetic intern
2 U. S. Air Force	Dietetic resident (2)
1 Harper Hospital	Dietetic intern
1 St. Joseph's Hospital	Therapeutic dietitian

2 NUTRITION AND FOODS GRADUATES (1970)

1 County of Alemeda	Dietetic intern
1 Veterans Admin. Hospital	Dietetic intern

1 PHYSICS GRADUATE (1969)

1 U. S. Army	Missile Specialist

2 PHYSICAL EDUCATION GRADUATES (1969)

Employer	Position
1 Winnebago State Hospital	Recreational therapist
1 A doctor's clinic	Front office (medical) operation

1 PHYSICAL EDUCATION GRADUATE (1970)

1 U. S. Army	Physical Therapy Student

1 PHILOSOPHY GRADUATE (1969)

1 Full-Time Graduate Student	

3 PHILOSOPHY GRADUATES (1970)

3 Full-Time Graduate Students	Asst. to bookkeeper/Asst. in library

13 POLITICAL SCIENCE GRADUATES (1969)

1 County Dept. Public Welfare	Social worker
1 U. S. Air Force	Flight line officer
1 H. C. Janisch & Sons	Construction worker
1 City of Aurora	Staff planner
1 U. S. Marine Corps	Student naval aviator
1 Unemployed	plans to return to school
1 Congressman, D. C.	Research Assistant
1 American Can Co.	Factory labor
1 Employers Insurance	Systems Analyst
1 State of Wisconsin	Accident analysis
1 U. S. Army	Clerk
1 Full-Time Graduate Student	
1 Milwaukee Mutual Ins. Co.	Systems-procedure analyst

19 POLITICAL SCIENCE GRADUATES (1970)

4 Full-Time Graduate Students	Grad. Asst.
1 NEPCO	Sales Representative
1 Federal R. R. Retirement Bd.	Claims Examiner
1 Self Employed	Salesman
1 WSU	Custodian
2 U. S. Army	
1 Unemployed	Plan to enter law school
1 Bucyrus-Erie Co.	Sales Correspondent

19 POLITICAL SCIENCE GRADUATES (1970) (Continued)

Employer	Position
1 N. W. National Insurance Group	Claims Representative
1 Jan-Air, Inc.	Scheduling Production
1 Universal CIT	Custom Service Representative
1 Soc. Security Admin.	Claims Representative
1 Eastern Wis. School District	Teacher
1 American Greeting Card Co.	Promote Products
1 U. S. Navy	

17 PSYCHOLOGY GRADUATES (1969)

2 Homme School for Boys	Counselor/Child Care Worker
3 Unemployed	Just out of Reserve Army/Housewife
1 City Dept. of Health & Soc. Service	Social Worker
1 County Welfare Dept.	Family Service Worker
1 Jiffy Fry Foremost Foods	Personnel Manager
1 Parochial School	Teacher
1 Office of Economic Opportunity	VISTA work with underprivileged
1 General Electric Co.	Mgr. trainee: production control
1 _____Public Schools	Teacher
1 U. S. Air Force	Admin. Clerk
1 Doctor's Clinic	Dental Assistant
1 Full-Time Graduate Student	
1 U. S. Army	Medical Specialist
1 Dept. Military Affairs/Left Guard	Typist

34 PSYCHOLOGY GRADUATES (1970)

1 Entering military service	
8 Unemployed	(3) Housewives/(2) awaiting draft/laid off
1 N. S. Citgo	Mechanic
1 Restaurant and Bar	Bartender
5 Full-Time Graduate Students	Practice Teaching
1 Deaconess Hospital	Social Service Aide
1 College Life Insurance	Sales Representative
1 City of _____	City Recreation Director
1 Dept. of Health, Educ. Welfare-SS	Claims Representative
1 _____Foods, Inc.	Assistant Manager

34 PSYCHOLOGY GRADUATES (1970)

Employer	Position
1 WSU	Resident Hall Director
2 U. S. Army	Security Agency
1 County Dept. Social Services	Social Worker
1 Wis. St. Employment Service	Manager, Regional Office
1 Parochial School	Social Studies Teacher
1 Shopko Corp.	Department manager
1 County Workshop	Vocational Evaluator, Counselor
1 U. S. Air Force	Squadron Deputy Commander
1 Board of Education (Illinois)	Resource teacher
1 Wis. Dept. Voc. Rehabilitation	Rehabilitation counselor
1 YWCA-Community Center	Youth Director
1 Midstate Air Commuter	Ticket agent, line service

16 RESOURCE MANAGEMENT GRADUATES (1969)

1 County Planning & Development Dept.	Asst. Zoning Admin.
1 Wis. Dept. Natural Resources	Special Conservation Warden
1 Rockford Smith	Machine Operator
1 Gen. Motors AD	Underbody Assembly
3 U. S. Air Force	Medical Corpsman
1 U. S. Army (Officer)	To be commissioned
1 _____ _____ Farms	General Manager
1 U. S. Navy	
1 U. S. Army	Soils Analyst
1 Iowa Soil Conservation Service	Conservationist: Planning, Applic.
1 City of _____	Patrolman: Hit-Run Investigator
1 Weyerhauser Wood Products	Asst. Foreman
1 U. S. Dept. Agriculture	Soil Scientist
1 Eau Claire County	Asst. Zoning Administrator

22 RESOURCE MANAGEMENT GRADUATES (1970)

1 Full-Time Graduate Student	
3 U. S. Army	
1 Wis. Dept. Natural Resources	Special Conservation Warden
2 National Guard	
1 Milwaukee Public Schools	Outdoor Education Intern, Naturalist

22 RESOURCE MANAGEMENT GRADUATES (1970) (Continued)

Employer	Position
1 Auxiliary Enterprises	Dir. Residence Hall
1 Father	Dairy farming
1 American Can Co.	General Labor
1 Medinah Country Club	Foreman, Maintenance of Grounds
1 Tavern Owner	Bartender
4 Unemployed/laid-off/austerity	Wis. Dept. Natural Resources (laid off from)
1 WSU-Part-Time	Student Manager
2 Tempo	Management Trainee (2)
1 Instant Help	General Labor
1 Parochial (elementary) school	5th Grade Teacher

3 SOIL SCIENCE GRADUATES (1969)

1 Wis. Dept. of Agriculture	Soil Scientist
1 U. S. Dept. of Agriculture	Soil Conservationist
1 U. S. Dept. Agriculture (Forest)	Soil Scientist

3 SOIL SCIENCE GRADUATES (1970)

1 U. S. Army	Chaplain Assistant
1 U. S. Dept. Agriculture	Soil Conservationist
1 Wis. Soil Cons. Service	Soil Scientist

1 SOILS GRADUATE (1970)

1 U. S. Forest Service	Technician in Soils

7 SOCIAL SCIENCE GRADUATES (1969)

2 Full-Time Graduate Students	
1 Minn. Dept. Manpower Serv.	Employment Counselor
1 Medalist, Inc.	Public Relations
1 County Dept. Soc. Services	Social Worker
1 Unemployed	
1 Travelers Insurance	Claims Adjuster

9 SOCIAL SCIENCE GRADUATES (1970)

1 Zelazoski Wood Products	Temporary varied work
1 Woodson YMCA	Assoc. Phy. Ed. Director
1 St. Joseph's Hospital	Physical Therapy aide

9 SOCIAL SCIENCE GRADUATES (1970) (Continued)

Employer	Position
1 Ball State University	Graduate Assistant (Housing)
3 Full-Time Graduate Students	
1 Service Station	Asst. Manager
1 A.W.D. Tire Sales	Sales Manager

17 SOCIOLOGY GRADUATES (1969)

2 Supt. of a Nursing Home	Social Worker (2)
4 Full-Time Graduate Students	
3 County Welfare Department	Social Worker: children/unwed mothers(3)
1 Goodyear Tire & Rubber	Bookkeeper
1 Parochial School	Teacher
1 County Juvenile Court	Juvenile Probation Officer
1 Unicare Health Services	Social Worker: Geriatrics
1 Denver Dept. of Welfare	Eligibility Technician
1 NEPCO	Laborer
1 Univ. Wisconsin (Hospital)	Children's Recreational Therapist
1 County Health Services	Social Worker

29 SOCIOLOGY GRADUATES (1970)

1 Sunrise Home for Sr. Blind	Social Worker
1 Manpower, Inc.	Secretarial Work
1 Rehabilitation Center	Receptionist: assist with patients
5 Unemployed	1 Housewife
1 County Dept. of Soc. Services	Social Worker
5 Federal Soc. Security Admin.	Claims (2)/Soc. Services
2 Full-Time Graduate Students	
1 R. R. Retirement Board	Claims Examiner
1 Ray-O-Vac Eng. Devel.	Clerk, typist
1 United Fund/Red Cross	Exec. Director
2 Employers Insurance	Claims/Underwriter
1 United Cerebral Palsy, Inc.	Social worker
1 Lutheran General Hospital	Housekeeper
1 Heritage Insurance Co.	Claims
1 Wood Co. Workshop	Counselor
1 Ill. Children's Home & Aid	Housemother: emotionally disturbed

29 SOCIOLOGY GRADUATES (1970) (Continued)

Employer	Position
1 U.S.F.G. Insurance Co.	Casualty Underwriter
1 Career Personnel Employment Service	Employment Counselor
1 SPANISH GRADUATE (1969)	
1 Employers Insurance	Claims
2 SPANISH GRADUATES (1970)	
1 Unemployed	
1 U. S. Dept. Health, Ed., Welfare	Social insurance representative
5 WATER RESOURCES GRADUATES (1970)	
2 U. S. Army	
1 Full-Time Graduate Student	
1 City of _____	Chemist (disposal plant)
1 Checker Cab Co.	Cab Driver
3 WILDLIFE GRADUATES (1969)	
1 Wis. Dept. Natural Resources	Park Ranger
1 U. S. Air Force	Student Pilot
1 Full-Time Graduate Student	
8 WILDLIFE GRADUATES (1970)	
1 VISTA	Community Organization
1 Full-Time Graduate Student	
1 Toman & Moore Tree Service	Tree topper
1 U. S. Army	School of music student
1 Provincial Gov't of Alberta	Assistant Biologist
1 U. S. Air Force	
1 Unemployed	
1 Del Chemical	Shipping & Receiving

Summary

The evidence just presented speaks largely for itself. However, some interpretations and generalizations should be made at this point. Perhaps unfortunately, housewifes have been included as a questionnaire category of the unemployed, since

the term "employed" meant "gainfully employed." For clarity, an attempt was made to identify housewives when possible in the "unemployed" category, but no implication is made that housewives are unemployed - they <u>are</u> employed!

In naming employers, there has been an attempt to preserve the confidentiality of data. Also positions and duties have been limited to the bare minimum to avoid excess bulkiness in the report. It should also be kept in mind that employment status of a good many recent graduates remains in a state of flux. Most responses were obtained in the fall and winter months of 1970-71, so the employment status of quite a few may now be changed. Ultimate types of employment cannot be determined soon after graduation. The large number of bachelor's graduates now pursuing or planning to pursue graduate study indicates that a good many will be taking more responsible positions later on.

Several observations can be made about the employment descriptions just presented:

1. The 1969 graduates had generally more favorable employment opportunities than the 1970 graduates. They went more often into positions that related to their preparation. When related to the cost of living index, the 1969 graduates were in a more favorable economic position.

2. The proportion who entered work which appeared to be closely related to the major varied not only by year of graduation but by major. The proportion who were unemployed also appeared to be related to the major. Majors in medical technology, dietetics and foods, and certain others requiring quite specific preparation had similar, closely related, employment.

In contrast, the English, geography and history majors are likely to be found in almost any kind of work. Biology majors also are found to be in various types of work, some closely related to the major. Majors in business administration and mathematics found a variety of positions mostly related closely to the major. The various majors related to natural resources found positions closely related to their

"My degree is very helpful but it is indirectly related." (5)

"It has no relation what so ever."

"Can be very adequately performed without a degree." (3)

In summary, it appears that early post-graduate employment is for some graduates quite closely related to the college preparation, and for others not closely related. More of the 1969 graduates got the kinds of work tney were looking for than did 1970 graduates. Some majors prepare for specific types of work, and if employment opportunities are favorable, the graduates will be found in this type of work or else continuing in graduate study. Other majors, such as several of those in the College of Letters and Science, do not focus on any particular kind of work. These graduates will be doing a variety of tasks, some of them highly responsible. It will be interesting to see what these graduates are doing a decade from now.

ADVISING AND COUNSELING

Two final questions rounded out the questionnaire. The first of these was, "Did you obtain sufficient advising and counseling while in college? (Please comment.)" The yes and no responses to this question are summarized by sex of respondent in Table 73. Here it can be seen that most graduates did not think they had received sufficient advising and counseling. Both 1969 and 1970 graduates had a majority of negative responses. The yes responses represented 39.3% of the 1969 graduates and 46.6% of the 1970. The percentage distributions of Table 73 show men were less satisfied than women with advising, and that 1970 graduates responded somewhat more favorably than 1969 graduates.

Table 74 was prepared in order to detect possible differences in perceived adequacy of advising and counseling among majors. There are sharp differences in the proportion of graduates who considered their advising and counseling sufficient. The responses tend to be particularly favorable for the natural resources majors

and - with limited numbers represented - majors in chemistry, nutrition and foods, and medical technology. Other majors with more "yes" than "no" responses include biology, geography, and political science. Negative responses tended to prevail among majors in business administration, economics, resource management, and sociology. For other majors the yes and no responses are about evenly divided, as is shown in the totals.

We cannot be certain why these responses differ widely by major. In some cases the negative responses appear to be tied to lack of suitable job opportunities. It is necessary to turn to the comments made by respondents in addition to "yes" or "no."

TABLE 73

Responses to the Question: "Did you Obtain Sufficient Advising and Counseling While in College?"

	1969			1970		
	Men	Women	Total	Men	Women	Total
Unknown	44	11	55	59	13	72
Yes	79	18	97	103	33	136
No	124	26	150	124	32	156
TOTAL	247	55	302	286	78	364

Per Cent Distributions - Yes and No Responses

	1969			1970		
	Men	Women	Total	Men	Women	Total
Yes	38.9	40.9	39.3	45.4	50.8	46.6
No	61.1	59.1	60.7	54.6	49.2	53.4
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 74

Combined Response Related to Major in Response to the Question, "Did you Obtain Sufficient Advising and Counseling While in College?"

Major	1969 & 1970 Unknown	Yes	No
American Civilization	0	1	2
Art	0	2	7
Biology	8	40	32
Business Administration	5	26	50
Chemistry	2	5	2
Communicative Disorders	0	1	4
Communications	1	2	1
Conservation	2	1	1
Dietetics	0	3	0
Drama	0	2	0
Economics	3	9	20
English	2	10	11
Fisheries	0	3	0
Forestry	1	18	7
Fish Management	0	4	0
General Science	0	2	2
Geography	2	15	12
German	0	0	3
History	3	18	18
Home Economics	3	4	6
Mathematics	4	16	19
Medical Technology	0	6	1
Music	0	1	0

TABLE 74 (Continued)

Major	1969 & 1970 Unknown	Yes	No
Natural Resources	0	13	6
Nutrition & Foods	1	5	1
Physical Education	0	1	2
Philosophy	0	4	0
Physics	0	1	0
Political Science	1	19	13
Psychology	11	19	21
Resource Management	1	13	23
Soils	0	4	0
Social Science	2	7	7
Sociology	4	16	26
Soil Science	0	3	0
Spanish	0	1	2
Water Resources	0	3	2
Wildlife	1	5	5
TOTALS	57	303	306

The improvement of advising and counseling requires that we look closely at the comments of the graduates. Some of these comments are quoted verbatim. When followed by a number in parentheses, the number indicates the number of times that type of comment was made.

Comments Accompanying "Yes" Responses

"My advisors did a good job. They provided me with vocational opportunities and guidance. They were usually around to listen and help me when I needed it." (16)

"During my senior year I obtained sufficient counseling - but not in the first 3 years of college." (7)

"Received advice on what courses to take to help me graduate in four years." (3)

"Not only from my own advisor but from other more interested instructors."

"Yes, but from another department." (3)

"Yes, but mainly because I actively sought such counseling in college. I do believe that the availability of counseling be made known to the student, but the initiative for seeking counseling should rest with the student himself." (3)

"I never requested much besides having class schedules signed by my advisor. The placement service was always ready and willing to help." (2)

"Yes, especially last year through teachers and friends."

"I didn't ask for any. But I knew I could get it if I needed it." (2)

"My departmental advisor was very beneficial by simply listening to my problems." (2)

"The opportunity for sufficient counseling presented itself, but I did not take advantage of it." (6)

"Most information I obtained on my own. If one wasn't careful an advisor would give you the wrong information."

"Yes, counselors cannot make an individual's decisions for him; they can only provide various experience to the student and hope that he will use it in his

decisions." (2)

"Yes. Perhaps the best advice I received was from my instructors, with whom I consulted quite often." (5)

"Yes. However, when jobs are scarce like they are, all the counseling in the world is not going to give a person a job."

"Grateful for friend who advised me to learn the catalog."

"Pretty fair but rather late." (2)

"Yes and no. Some years with some instructors yes. But many do not take the time to give good counseling especially when a student doesn't come forth and ask various questions." (2)

"Picked my courses and went to advisor to have them checked out." (2)

"Practical, helpful, and not dictatorial."

"Mr. Tierney and my advisor helped whenever I asked for it."

"Counseling center was great." (2)

"Biology department was excellent." (2)

Comments Accompanying "No" Responses

"I received very little or no counseling while in school." (11)

"Didn't take full advantage of it, if it was offered." (12)

"Advisors were always too busy, and offered no assurance." (10)

"My advisor wasn't too 'up' on what all the requirements were." (6)

"Teachers were not cooperative and were not supplied with enough information." (3)

"I didn't think I needed it, and no one offered it." (4)

"Advisors were merely pen-men and didn't do much counseling or directing." (2)

"Because of poor advising I took credits I didn't need and had to go an extra session to make up credits I couldn't use." (3)

"My advisor while in conservation laid it on the line as did the other counselors I had while in psychology."

"The system does not lend itself well to this because of the size and growth of the university." (2)

"Assigned advisors were very poor. The only safe way was to cover everything yourself." (2)

"It seemed that there was a constant shuffling of advisors ..... I could have spent 1 or 2 extra semesters taking unneeded courses." (2)

"I spent most of my time working or attending classes or just carousing to ward off pressure. I discovered almost too late that more time should be spent in preparing for future employment than emphasizing the meagre present."

"Advisors as a group do not understand the schedule constrictions caused by working enough to support a family in a decent style."

"None of the advisers could answer questions of requirements. Most would say, 'Well, it's your major, you know these things.'" (2)

"Especially freshman year. Students are not made to realize that their education should be channeled toward one specific goal so they can become something more than just a college student." (2)

"Advisor in my major let me choose the courses I wanted to take - he only advised me as to the courses I was required to take." (2)

"No, but then after seeing the quality of much of the campus advising, I was happy to look after my own welfare."

"Liberal Arts students should be steered into fields where jobs exist."

"Told not to worry, that I could get a job because I had a college degree."

"They pushed education." (3)

"Most professors make poor advisors especially when they are chosen for you. I found I received more help from others in the department." (5)

"Very few people can counsel a student as an individual."

"I have questions now that I wish I had asked while in school."

"Most of my instructors were intent on getting me out in four years."

"Counselors don't take their job seriously when you're a freshman and sophomore, and when you're about to graduate they find things you haven't taken, etc." (4)

"It seems that academic advisors are concerned basically with fulfilling requirements for a major, which in most cases has nothing to do with future plans." (3)

"Professors not interested in helping." (4)

"It would have helped to have a counselor somewhat removed from the academic community to advise one about employment aspects in the field."

"I was told all along that pollution control was a big field - that simply isn't true."

"I have always been discouraged from entering industry by my advisors because women are not easily accepted. What I really needed was someone who would stand up for me."

"No. A college should have a Counseling Service composed of people who counsel and nothing else. The teachers I had were too busy to care about an individual student's problems."

"Less emphasis should be put on immediate entry into graduate school and more on job experience."

Comments accompanying the yes and no responses display a varied viewpoint as to whether counseling and advising is sufficient. One explanation is that the quality of advising does vary greatly among faculty. While some students speak of dedicated faculty members, others describe advisors who are callous and ignorant of the requirements. A second explanation is that faculty view their advising and counseling roles in different lights. Apparently a few dictate everything the student must do - an approach which students resent. Others apparently assume that the student is responsible for learning all the requirements; they themselves need not bother to keep up with what is going on. This approach produces mistrust in students,

who go it alone or hunt up someone who will answer questions. Some students view their advisors as knowledgeable but too busy to help. A few think they need no advice. Others have repeatedly pointed to two big gaps in needed information: the kinds of work one is qualified to pursue with a given major, and what the current job prospects are for those who enter certain fields. Apparently some departments, as well as the Placement Service with its limited resources, are contributing to these needs. Running through the responses is a strong vein of comments indicating that the advice was there to obtain but students did not seek it when they should have. Also many students considered advising good during their junior and senior years, but poor at the freshman and sophomore level when it was most needed. The moral some graduates would leave with students is, "Don't go to your assigned advisor for help, since he likely considers the task an added chore; go to an interested professor who will show interest and sit down and talk with you." If this advice is followed, we can sincerely hope that the person who is interested is also knowledgeable.

Who Was Most Helpful

The final question was worded, "From which individuals or offices did you obtain the most helpful advising and counseling? (Please Comment.)" Among 1969 graduates, 33 did not respond to this item, 30 indicated no helpful sources, and a total of 367 sources of help were listed by the graduates. Of the 1970 graduates, 50 did not respond, 23 gave no sources, and 473 separate sources of helpful advising were made. A few of these responses were facetious: "myself" or "Little Joe's" being examples. The individual named most often as helpful was the non-teacher placement director, especially among 1970 graduates. Department offices were often named as were the placement office, "dorm" director, advisors and individual professors (unnamed), and several administrative offices. A total of 173 WSU-SP staff members were named one or more times as having been most helpful in advising or

counseling non-teacher graduates of 1969 and 1970. These totals lead to the conclusion that the graduates found many sources of help in choosing majors and courses and obtaining employment.

SUMMARY

The first follow-up study of non-teaching graduates of WSU-Stevens Point was made in late 1970 and early 1971, and concerned the graduates of 1969 and 1970. Since in 1970 these graduates represent 52% of all bachelor's graduates, the two groups total nearly a thousand; of which nearly 700 or between 68 and 69% responded. Data were collected using a four page questionnaire, and the responses, which tended to be quite complete, are kept confidential. About 80 per cent of these graduates are men, compared to 78 per cent men among those responding. More than three-fourths of these graduates came from the College of Letters and Science, and others came from the Colleges of Applied Arts and Sciences and Fine Arts - with relatively few from the latter. Most frequent first majors of these graduates were biology, business administration, psychology, and sociology, followed by mathematics, history, and resource management. By far the most frequent second major was economics. The minor studies most frequently chosen were biology, psychology, economics, and sociology.

At the time these graduates were contacted a few had already earned Master's degrees among 1969 graduates. About 55% had received the bachelor's degree during the June Commencement, and the rest were divided between January and August graduation.

Among 1969 graduates, the mean number of years from matriculation was 5.0 years; for 1970 graduates the period was 4.7 years.

Among respondents, more than a third of the 1969 graduates and about 38% of the 1970 graduates received grants and scholarships assistance while in school. About the same proportion had received loans, and more than 70% had been employed somewhere while in school.

In commenting on the adequacy of employment opportunities and wages, the former students found that work outside the university often paid more but was usually

harder to get. Most students appreciated work-study but many felt that the pay was too small, especially married students. Some students thought assistance was sometimes given to others on the basis of false statements, or that they should have had some assistance they did not get. Others had nothing but praise for the student aid program and many said that they could not have gotten through school without it.

About 7.6% of the 1969 graduates are known to be unemployed gainfully, as are 12.6% of the 1970 graduates. Included in this category are women who are housewives, but excluded are full-time graduate students and those who work part-time and attend school part-time.

The graduates are employed in 33 states and D. C. as well as in ten or more foreign countries including Vietnam. Those employed out of state are most numerous in states bordering Wisconsin and in California and Texas. About 58% of the 1969 graduates and about 64% of the 1970 graduates are employed in Wisconsin. Greatest concentrations are in Milwaukee, Madison and Green Bay as well as Stevens Point and surrounding cities.

While most graduates if employed had held only one job, 62 of the 1969 graduates had held two and a few more had held three to six jobs since graduation. Although the employed 1970 graduates averaged higher salaries than did 1969 graduates, the increase did not keep up with the cost of living increase. Applied Arts & Sciences graduates of 1970 averaged less salary than AA&S graduates of 1969. Increments also were higher for 1969 graduates. The salary picture is clouded because so many men are in the armed forces. However, a substantial number of graduates have positions that pay good salaries by almost any standard.

About 43% of the 1969 graduates and 28% of the 1970 graduates are working for government. Those employed in business represent 29.5% and 35.7% respectively for the two classes. The modal salary bracket for both government and business was $8,000-$9,000 for 1969 graduates and somewhat lower for 1970 graduates.

About one-third of the graduates responding indicated that they are continuing their education either part-time or full-time, numerous others said they planned to continue. Nearly half of these are pursuing education outside the state, although there are more attending WSU-Stevens Point than any other institution. Degrees most frequently pursued are the MS and MA, but several are already pursuing the Ph. D. degree. Future plans of the graduates include many kinds of careers, often in fields only slightly related to their major studies.

Most of the graduates had nothing but praise for the man in charge of non-teacher placement. Most of them were critical of the placement quarters and of the breadth of employment opportunities available. The interviewing was cramped and the number of interviews too limited. There was not enough available counseling on careers, majors, and interviewing techniques. A good many graduates admitted that they had not sought the services of placement, or were too late in seeking them. Almost no one sought help from placement until six months or less from the time of their graduation. Many requested that additional job openings be mailed to all graduates long after graduation. Some even suggested compelling students at sophomore or freshman level to come for placement orientation. A majority of respondents did not obtain vocational information or counseling from placement, though the proportion who did was greater among 1970 graduates than 1969 graduates. Most students did receive job information from placement. Only a fraction of the graduates' present positions were located through placement. Listing of potential employers, interviews, and counseling were the services most often listed by graduates as helpful in getting a job. Most men responding considered the placement services adequate, but the responses of women leaned slightly to the negative.

Criticisms of the 1970 graduates suggested not only the critical employment market but also the lack of necessary manpower and breadth of information which would scarcely be possible without a much greater placement budget. It is comforting to know that the placement office is about to move into much more adequate

quarters. It would be even more comforting if personnel needs are met to provide year round service, adequate counseling, broader contacts with employers, continuous contacts with graduates of other years, and a host of other services not possible within present budget resources.

Suggestions for improvement of placement services were numerous, and these can be screened for their usefulness (a number of them had already been put into practice). Significantly, the suggestion that students have work experience related to the degree to help in their placement fits with the university's recently instituted work experience program. Quite a number of students expresed willingness to pay a small fee for placement services.

The responding graduates tended to choose their majors because of personal interest or because they did well in that field of study. Required courses can be defended by the finding that quite a few students chose for majors those fields of study in which they were required to take course work; otherwise they might never have been exposed to what turned out to be the major field. Some were influenced by instructors or by income prospects, but few were influenced greatly by parents or classmates. Although most graduates thought their present work is directly related to their college education, they are doing many different kinds of work, particularly L&S graduates. The data show clearly that job opportunities are much greater for some majors than for others, particularly among 1970 graduates. Perusal of employment data leads to the conclusion that many employers want, for leadership positions, someone who has a college degree, can think, and has at least some specialized training where such is needed. Those graduates who have specialized greatly are in a strong position regarding employment <u>if</u> job openings exist.

Fewer than half of the responding graduates were satisfied with the advising and counseling they received while in college, with significantly different responses by major. Students get their counseling and advising from many sources. Some students said they had not sought counseling and regretted that they had not. The

characteristics of presumed good and poor counselors were described by a variety of responses. One of the most often named sources of help was the placement office.

For more detailed analysis, the reader should examine the various sub-topic summaries that can be located through use of the Table of Contents.

APPENDIX A

WISCONSIN STATE UNIVERSITY

STEVENS POINT, WISCONSIN 54481

You are being asked to participate in a project aimed at improving Placement and other services to non-teaching graduates of Wisconsin State University-Stevens Point. Since you are one of our graduates, you are in the position to appraise critically the services this university provides, and to give important information concerning the kinds of positions our graduates obtain and the extent to which your preparation has fitted you for such position.

Please complete the enclosed questionnaire at your earliest convenience and return it to me in the enclosed franked envelope. Your opinions will be kept confidential by the Office of Institutional Research, so do not hesitate to be critical.

Your help in completing the enclosed form is greatly appreciated.

Sincerely yours,

William H. Clements
Director of Institutional
Research & Studies

WHC:cm

Enc.

Please Complete and Return to:
William H. Clements, Director of
Institutional Research & Studies
Wisconsin State University
Stevens Point, Wisconsin 54481

APPENDIX B

PERSONAL DATA:

Mr.
Miss _____
Mrs. Last First Middle(Maiden)

_____
Number and Street

_____
City State Zip Code

___Single
___Married
___Separated
___Divorced
___Widowed
___No. of children

EDUCATIONAL INFORMATION:

___AA&S
___FA
___L&S
___Education

Major(s)_____

Minor(s)_____

Date of Graduation:

___January, 1970 ___June, 1970 ___August, 1970

Highest degree obtained to date_____Year_____

Where obtained_____
Institution Location

Year first entered college_____

FINANCIAL AID DATA:

Did you receive grants and/or scholarship assistance? ___Yes ___No

Did you receive loans to assist you? ___Yes ___No

Were you employed during school terms? ___Yes ___No

If you answered yes to any of the above questions, please comment on the adequacy, the amount, and the administration of these programs.

In your best judgment, how did these financial aid programs affect your educational plans and functions? (Please comment)

(over, please)

EMPLOYMENT STATUS:

_____Employed

_____Self employed

_____Part time

_____Full time

Name of Employer_____

City and State_____

Positions and Duties_____

Is this your ____1st, ____2nd, ____3rd, or ____th place of employment since graduation?

What was your starting salary in this position, and increment, if any, to present salary?

_____ _____ _____
Starting Salary Increment Present Salary

Is your present job considered Government employment or business?

_____Government ____Business ____Other (Specify)_____

Are you continuing your education? ____Yes ____No

If yes, complete the following:

_____Part time ____Full time

Institution_____

Location_____

For what degree?_____ Date expected_____

_____Military Service Which branch?_____

_____Unemployed Reasons:_____
(Housewife, disabled, etc.)

If you have already made plans for further study and/or employment, please explain.

SERVICES OF PLACEMENT: (Please comment if you wish)

1. Did you apply for assistance at the Wisconsin State University-Stevens Point Placement Services:

   prior to graduation? ___Yes ___No

   how long before graduation? ___6 months
   ___3 months
   ___1 month

   since graduation? ___Yes ___No

2. Did the Placement Services provide you with:

   job information? ___Yes ___No

   vocational information? ___Yes ___No

   counseling? ___Yes ___No

3. Did you locate your present or any job through Placement Services?

   ___Yes ___No

4. Did you feel that you benefitted from the service of the Placement Services?

   ___Yes ___No

   a. Which services helped you the most?

   b. Which services helped you the least?

5. Did you think Placement Services were adequate?

   ___Yes ___No

   If no, how were they inadequate? (Please comment)

a. How many interviews did you have?_____

6. How might the services of the Placement Office be improved?

7. Would you be willing to pay a fee for improved services?

____Yes ____No

If yes, how much? _____

COLLEGE EDUCATION AND GUIDANCE:

8. What were the sources of information or reasons for choosing the major and/or minor you chose in college?

As a result of:

_____required courses I took
_____always wanted to do it (them)
_____good income prospects
_____finding I did well in it (them)
_____just drifting into it (them)
_____a classmate or classmates influencing me
_____an instructor influencing me
_____my parents influencing me
_____disliking what I started in
_____other_____

_____

9. Is your position in your field of work directly related to your college education? (Please comment)

10. Did you obtain sufficient advising and counseling while in college? (Please comment)

11. From which individuals or offices did you obtain the most helpful advising and counseling? (Please comment)